

## **Public Service Medal (PSM) in the General Division**

### ***Department of Communities and Justice (New South Wales)***

**Mr Muhammad Humair Ahmad, NSW**

For outstanding public service to social and affordable housing reforms across public and community housing.

Mr Muhammad Humair Ahmad has been working in the NSW public sector for almost 20 years in a range of senior roles. During this time, he has led various teams managing high profile and high impact programs for the Department of Communities and Justice and overseen the implementation of major government reforms.

These reforms relate to strategic partnerships with housing stakeholders, financiers, regulators, peaks and government departments to deliver homelessness initiatives, social and affordable housing, new supply and private market approaches.

During the last 15 years he has been directly responsible for the growth of the not-for-profit community housing sector. Mr Ahmad is a social and affordable housing specialist with deep knowledge of all aspects of subsidised housing system. In his current role as the director of Community Housing, he oversees a diverse program which includes provision of crisis accommodation, planning, program management and reform of core social housing services, oversight and management of affordable housing projects, and delivery of private rental assistance products and leasing subsidies.

Mr Ahmad is the primary relationship and program manager for the community housing sector in NSW that manages more than 50,000 social and affordable housing properties. He manages contractual relationships with more than 80 large and small providers across multiple programs. Success of the reforms he has led and the innovations he has delivered is dependent on building relationships of mutual trust and respect with not only community housing providers but also with Councils and industry stakeholders to deliver social and affordable housing outcomes.

Due to his initiative, drive and exceptional partnerships skills he has attracted resources and investment into the NSW housing system.

## **Public Service Medal (PSM) in the General Division**

### ***Department of Health Queensland***

**Dr Peter John Aitken**, Northgate QLD 4013

For outstanding public service during COVID-19 to Queensland's emergency health response and to the field of disaster management.

For more than 30 years, Dr Peter Aitken has demonstrated exemplary dedication and commitment to Queensland Health, and the broader community through his clinical, strategic, and operational leadership in emergency medicine, and disaster management. As deputy chief health officer during the COVID-19 pandemic response, Dr Aitken played a critical role in the success of Queensland's response to the COVID-19 pandemic.

Dr Aitken's expertise and collaborative approach have been key pillars of Queensland's emergency management and disaster response frameworks, with Dr Aitken leading Queensland's successful responses to a range of emergency and disaster incidents. For more than 1,000 days he oversaw the operations of the State Health Emergency Coordination Centre activation for COVID-19 – the longest ever emergency health response in Queensland. This was also the first time Queensland Health was the lead agency for a whole-of-government disaster response. Dr Aitken's contribution was invaluable to the whole-of-government response, and directly helped protect the health system and the broader community from the risks posed by COVID-19.

As a highly regarded expert in disaster management Dr Aitken has been heavily involved in developing Queensland as a world leader in planning, preparedness, response and recovery. He represents Queensland Health on several significant national and state committees related to emergency and disaster management including the National Health Emergency Management Sub-Committee and Inspector General Emergency Management Advisory Committee. He has also held senior roles in the World Association for Disaster and Emergency Medicine, was the inaugural chair of the International Federation for Emergency Medicine Disaster Management Special Interest Group and has held several roles within the Australasian College for Emergency Medicine.

As a result of Dr Aitken's outstanding and effective leadership, Queensland Health has developed and implemented robust and sustainable response frameworks, ensuring it is well positioned to effectively respond to future incidents.

## **Public Service Medal (PSM) in the General Division**

### ***Chief Minister, Treasury and Economic Development Directorate***

**Ms Kareena Arthy, ACT**

For outstanding public service to economic development and recovery during the COVID-19 pandemic.

In her role as Deputy Director-General, Economic Development, Ms Kareena Arthy was responsible for providing relief and assistance to the ACT business community during the COVID-19 pandemic. She gave assistance through the development of support packages, such as grant programs and hardship schemes, as well as extensions on fee waivers in the hospitality industry.

Ms Arthy addressed the needs of the ACT community through targeted assistance to Canberra businesses through the delivery of policy, programs and funding. While providing support during the pandemic, Ms Arthy was also ensuring a full recovery post-pandemic by development of new key strengths such as cyber, space and quantum industries.

Ms Arthy leads with integrity and commitment, and her work during the ACT's COVID-19 response played a critical role in ensuring the ACT community were protected and supported. She was instrumental to the rapid recovery of the economy and industry sectors following the pandemic.

## **Public Service Medal (PSM) in the General Division**

### ***Department of Health Western Australia***

**Dr Revle Diane Bangor-Jones, WA**

For outstanding public service through strategic leadership of the public health response to COVID-19, including the management of COVID-19 outbreaks on vessels in Western Australian waters.

Leading the strategy team in WA Health's Public Health Operations Centre, and as Deputy Incident Controller for the State Health Incident Coordination Centre, Dr Bangor-Jones played a crucial role in developing public health measures which kept Western Australians safe during COVID-19.

In these roles, Dr Bangor-Jones oversaw public health advice and policy development during the fast-paced, cross-agency emergency response. Dr Bangor-Jones contributed trusted clinical and public health expertise in the development and review of key COVID-19 policies and advice to the Chief Health Officer, the Department of the Premier and Cabinet and the Department of Health executive team. Dr Bangor-Jones played a critical role in the state's COVID-19 response, particularly in the successful management of COVID-19 outbreaks on vessels, in residential aged care facilities and within remote Aboriginal communities.

Dr Bangor-Jones' sustained contribution to the COVID-19 response, underpinned by her clinical and public health expertise, meant the state and WA community was well placed to respond to the evolving challenges of the COVID-19 pandemic.

## **Public Service Medal (PSM) in the General Division**

### ***ACT Health Directorate***

**Ms Fiona Barbaro**, Campbell ACT 2612

#### For outstanding public service to the ACT Government's COVID-19 vaccination program.

Ms Fiona Barbaro led the ACT Government's rollout of the COVID-19 vaccination program. The vaccination program ensured access to COVID-19 vaccinations for all Canberrans, with a particular focus on people with access and sensory needs and those who face barriers to accessing mainstream healthcare.

Under Ms Barbaro's leadership, the ACT COVID-19 vaccination program pioneered innovative approaches to promote and improve vaccine coverage in people struggling to access mass vaccination clinics. For example, she led the development and implementation of the Access and Sensory Vaccination Clinic in May 2021, which was established as a specialised vaccination service for people with disability, their carers and family members, people with mental health conditions, people who needed additional sensory support and those experiencing barriers to mainstream service delivery.

Ms Barbaro also led the Equity to Access Program. This program ensured equitable access to COVID-19 vaccines for groups likely to experience a disproportionate burden of disease, by applying principles of inclusive and transparent service delivery. Ms Barbaro led her team to partner with community groups and service providers to deliver in-reach vaccination clinics and pop-up vaccination clinics at a range of locations across the ACT.

As of 30 June 2022, the ACT was one of the most vaccinated jurisdictions in the world with more than 97 per cent of eligible people (aged 5 years and over) receiving two doses of a COVID-19 vaccine. This result was due to a large team of dedicated staff and volunteers across the ACT Government and the community. Ms Barbaro provided exceptional leadership to this team, inspiring and coordinating innovative and highly successful programs. Her leadership was integral to the success of the ACT vaccination program and is an outstanding example of public service under challenging circumstances.

## **Public Service Medal (PSM) in the General Division**

***City of Sydney***

**Ms Patricia Monica Barone, NSW**

For outstanding public service to the local government sector and Resilient Sydney.

Ms Monica Barone has provided significant service to public policy and to the community over the past two decades. As chief executive officer of Sydney City Council, she has delivered community centred city leadership and planning which has resulted in improved community resilience and great sustainability outcomes. Under her leadership, City of Sydney Council remains at the forefront of policy development and is seen across the sector as a leader to be emulated.

Ms Barone has championed the work of the 100 Resilient Cities and Resilient Sydney. She has been a board member of the international Resilient Cities Network, contributing to international action to improve the resilience of communities across Asia and the globe.

Ms Barone has been instrumental in leading the work of Resilient Sydney. This work has spanned more than a decade of collaboration between the 35 councils of the broader metropolitan area. The work has led to critical analysis of trends, threats and shocks, the building of climate, carbon and data sets and collaborations. These have resulted in the development and implementation of policies and action plans which are improving resilience of utility networks, health systems and municipal administrations.

Ms Barone's work is undoubtedly making Sydney a better place to live, and a place where the community will be better prepared to weather future shocks or threats, including climate change.

## **Public Service Medal (PSM) in the General Division**

***Department of Industry, Innovation and Science (South Australia)***

**Ms Rebecca Anne Bates, SA**

For outstanding public service to the people of South Australia during the COVID-19 pandemic response.

Ms Rebecca Bates started her working life within an economic development agency in the northern Adelaide region. Using this experience, Ms Bates then steered her a career towards the arts sector and commenced work with the state government in 2007.

Since 2019, Ms Bates has been Director of Creative Industries, Department of Industry, Innovation and Science. This work has included facilitating the state government's investment into the screen, music, craft and design sectors through the South Australian Film Corporation, Adelaide Film Festival, JamFactory and the Music Development Office (MDO).

Ms Bates was instrumental in the establishment of the State's Music Development Office (MDO) and drove the development of the St Paul's Creative Centre, which has accelerated the growth and development of emerging musicians and driving creative collaboration and export market development.

When the COVID-19 pandemic commenced, the MDO led one of the first response packages in the nation, administering millions in support funding to 185 businesses, to ensure they could continue to operate while diversifying their business. The success of this initiative showed both the world and the industry that it can be resilient and agile, and since then these qualities have been woven into the fabric of the music industry in South Australia.

It is this focus on solutions, growth and sustainability that has characterised Ms Bates' work throughout her career. Ms Bates' contribution within the public service sector has made a real difference to artists and businesses in South Australia, and in doing so has enriched the community of South Australia. Ms Bates is widely recognised as creating a legacy that will continue to sustain and grow the industry into the future.

## **Public Service Medal (PSM) in the General Division**

### ***Australian Skills Quality Authority***

**Ms Elizabeth Jane Baxter, NSW**

For outstanding public service to organisational capability and culture at Australian Skills Quality Authority.

Ms Elizabeth Baxter played a vital role in helping to shape the Australian Skills Quality Authority's (ASQA) positive, high-performance culture. As a smaller Australian Public Service agency, her exemplary work across a broad range of corporate, policy and program areas has made a significant difference to the performance and efficiency of ASQA during a transformational period for Vocation Education and Training (VET) in Australia.

Under Ms Baxter's leadership, ASQA has achieved major milestones such as leading the development and implementation of ASQA's Reconciliation Action Plan, Diversity and Inclusion Strategy, Flexible Work Arrangement Policy, and Workforce and Capability Plans. These created an inclusive, supportive and productive work environment, which openly and actively celebrates diversity and fosters a sense of belonging.

Ms Baxter led ASQA in developing and launching the Gender Affirmation Guide, which was shared with other Australian Public Service agencies and networks and was considered by the Australian Public Service Commission for inclusion as a case study titled 'Progressing diversity and inclusion across the Australian Public Service' in the 2021-22 State of the Service Report.

Ms Baxter is a natural leader and a selfless achiever, serving the agency and the public beyond the normal requirements of her position with integrity. Ms Baxter is consistently commended by her peers, staff at all levels and by senior executive service officers for her collaborative approach, her delivery of outcomes, and her openness and integrity in managing sensitive and difficult matters.



## **Public Service Medal (PSM) in the General Division**

### ***NSW Ministry of Health***

**Ms Wendy Bleney (Hoey), NSW**

For outstanding public service and dedication to the delivery of health care to vulnerable populations in correctional and secure settings.

Ms Wendy Hoey's career has spanned more than 20 years within the public health sector where she has held key senior health management and clinical roles, specialising in mental health.

Justice Health NSW delivers health care to adults and young people in contact with the forensic mental health and criminal justice systems, across community, inpatient and custodial settings. It forms a vital component of the NSW public health system through the support of a highly vulnerable patient population whose health needs are often numerous and more complex than the wider community.

Under Ms Hoey's leadership, Justice Health NSW has enhanced service delivery to improve the health outcomes for patients including expanding court diversion programs, expanding drug and alcohol treatment pathways, and implementing a virtual care platform across every prison.

Ms Hoey's leadership is influencing positive change at every level of Justice Health NSW, improving culture, service delivery, patient outcomes and partnerships with the corrections, justice and health sector.

## **Public Service Medal (PSM) in the General Division**

### ***COVID-19 Quarantine Victoria***

**Ms Bree Bolst, VIC**

#### For outstanding public service and leadership in response to COVID-19.

Throughout her tenure at COVID-19 Quarantine Victoria (CQV), Ms Bolst's outstanding achievements made a profound impact on both her organisation and the broader community. Ms Bolst led the transformation of CQV, establishing a new organisation that demanded innovative systems and processes to adapt to ever-evolving requirements. Her leadership was nothing short of exceptional, as she navigated the complexities of the pandemic with empathy, care, and an unwavering commitment to efficient processes. Ms Bolst's visionary approach paved the way for a cohesive team and extraordinary outcomes.

Ms Bolst's standout achievements were the establishment of a comprehensive recruitment, induction, training, and competency framework. In less than three months, she onboarded over 3,000 staff, ensuring they were motivated and aligned with the organisation's values. This was critical in maintaining infection prevention and control (IPC) measures during the pandemic, ultimately minimising the risk of virus transmission within the quarantine network.

The pandemic brought forth unprecedented workplace changes, including daily COVID-19 testing, mandatory vaccination, and mask-wearing mandates. Ms Bolst's transparent communication, along with effective training and processes, ensured a positive workplace culture, averting potential disruptions or non-compliance. Ms Bolst demonstrated exceptional care in overseeing the transition of thousands of staff. She facilitated opportunities for many to continue serving in the public sector, exemplifying her commitment to staff development and safety expertise retention.

Ms Bolst's ability to establish and maintain constructive relationships with the relevant union was pivotal. It ensured that the union was engaged in the rigorous safety protocols in place, fostering a supportive environment for workforce changes. Ms Bolst's contributions to public service, particularly during the COVID-19 pandemic, are a testament to her exceptional leadership, integrity, and innovation. Her dedication to excellence in recruitment, training, and workplace adaptation has left an indelible mark on COVID-19 CQV and the broader community.

## **Public Service Medal (PSM) in the General Division**

### ***Department for Correctional Services (South Australia)***

**Mr David Martin Brown, SA**

For outstanding public service in correctional services and public administration.

Mr David Brown started his career in 1993 as a custodial correctional officer within the Queensland Corrective Services Commission. In 2012 Mr Brown was appointed as chief executive of the Department of Correctional Service (DCS) in South Australia in September 2012.

Mr Brown brought a wealth of knowledge to the role and was instrumental in reducing re-offending by 10% by 2020. This served as the primary focus for Mr Brown's Department and thus has demonstrated significant outcomes for offender and community safety through a focus on improving prisoner employment opportunities. South Australia is now regarded as a national and global leader in re-offending reduction. In 2022, South Australia had the lowest rate of recidivism in the nation with the rate of 39.3%.

Mr Brown is passionate about closing the gap and improving outcomes for all Indigenous South Australians. He led the Department in developing its current Indigenous strategic framework and action plan. He is the co-chair of the Aboriginal Affairs Executive Committee which focusses on; over-representation of Indigenous South Australians in the criminal justice sector; economic participation; supporting growth in Indigenous community-controlled organisations and building capacity within vulnerable communities.

As a result of Mr Brown's bold leadership, the prison system within South Australia is operating in a safe, secure, and humane manner, with a focus on innovation, rehabilitation, and best practice.

## **Public Service Medal (PSM) in the General Division**

### ***Sydney Local Health District***

**Ms Rosemary Anne Burke**, Sutherland NSW 2232

For outstanding public service in the implementation and running of the COVID-19 vaccination program and Special Health Accommodation pharmacy support for the NSW Department of Health.

Ms Rosemary Burke was instrumental in the successful running of the Sydney Local Health District's (SLHD) COVID-19 vaccination program which provided over 1.6 million vaccinations to the Australian community. During the early part of the program, Ms Burke developed models of care to ensure those people who were managed within the SLHD's Special Health Accommodation were able to access their medications, and clinicians on the ground were provided with appropriate pharmacy support.

Ms Burke led NSW in the development and guidance of the preparation, management and storage of the various COVID-19 vaccines from the onset of the Australian Government's COVID-19 vaccination program. Ms Burke developed processes to efficiently draw up large quantities of prepared doses for administration within Mass Vaccination Centres, with over 10,000 doses being prepared daily during the peak periods of the Vaccination Program.

She developed innovative processes to ensure maximum doses could be obtained from each vial of the vaccine to eliminate wastage and implemented mobile production pharmacy teams to prepare vaccines in outreach clinics in areas of need.

With a career spanning more than 47 years, Ms Burke is a highly respected leader in the field of pharmacy, medication safety and electronic medication management.

## **Public Service Medal (PSM) in the General Division**

### ***Department of Natural Resources and Environment (Tasmania)***

**Ms Patricia (Rae) Burrows**, Latrobe TAS 7307

For outstanding public service through the management of Tasmania's biosecurity policies and programs in response to the COVID-19 pandemic.

Ms Patricia Burrows has served the Australian community for more than 30 years as a public servant in Western Australia, the ACT and Tasmania. Ms Burrows took on the role of Director of Biosecurity Operations in 2016 and most recently was appointed as General Manager of Biosecurity Tasmania in 2021.

Ms Burrows made a major contribution to the State's response to COVID-19 with Biosecurity Tasmania and specifically the Biosecurity Operations Branch, being responsible for management of the risk associated with people entering the State. During a very busy and stressful time, Ms Burrows' professional, calm and dedicated approach resulted in an effective team approach to managing the risks to the State. Many of the improvements implemented by Ms Burrows, in the face of COVID-19 have now become longer term improvements to the biosecurity system in Tasmania.

Ms Burrows played a vital role in the creation and implementation of Tasmania's *Biosecurity Act 2019*. This Act established comprehensive biosecurity reforms and initiatives. The Act reinforces community biosecurity duties which highlights the importance all Tasmanian community members hold in protecting Tasmania's unique environment against biosecurity risks.

Ms Burrows has led the development of Tasmania's Biosecurity Strategy 2022-27 and oversees the operational response to a range of biosecurity incidents, including fruit fly, blueberry rust and small hive beetle (a major threat to Tasmania's bee industry). Ms Burrows oversees a team of 240 staff and manages a substantial budget. Ms Burrows is systematic when approaching risk assessment and continuously delivers complex operational programs such as Tasmania's everchanging border risks and inspection programs.

## **Public Service Medal (PSM) in the General Division**

### ***Department of Transport (Western Australia)***

**Mr Iain Findlater Cameron**, Mount Pleasant WA 6153

#### For outstanding public service through leadership in road safety in Western Australia.

Mr Iain Cameron was involved the development of two of the state's most significant road safety strategies in Western Australia. This included leading the development of the ambitious Towards Zero 2008-2020 strategy to reduce serious crashes by at least 40% by 2020. As a result, the rate of road deaths fell from 11.3% per 100,000 population in 2000 to 6.4% in 2013 – a 43% reduction.

In his role as chair of the Road Safety Council, he led the development of the Driving Change 2020-2030 strategy to guide WA's road safety progress with the aim to reduce the number of people fatally, severely or seriously injured by between 50% and 70% by 2030, and to zero by 2050. Mr Cameron is highly respected in the road safety field in Western Australia and internationally. He has been pivotal in bringing together agencies with a shared interest in improving road safety in the state.

Mr Cameron's commitment to road safety is evidenced by his engagement with, and leadership of, national and international road safety bodies including as chair and trustee of the Towards Zero Foundation (UK); independent director of Australasian New Car Assessment Program; chair of Austroads National Road Safety Task Force coordinating research, policy and strategy advice to Australian and New Zealand ministers; and chair of the Organisation for Economic Co-operation and Development's Working Group on safe system implementation.

In 2016, Mr Cameron was chair of the International Transport Forum Working Group which convened the Zero Road Deaths study from a group of 30 international road safety experts from 24 countries. This study was awarded a Prince Michael of Kent International Award for Road Safety. Mr Cameron was awarded a Fellow of the Australian College of Road Safety by the Governor-General of Australia in 2014.

Through his effective leadership and passionate advocacy for international best practice in road safety, Mr Cameron has delivered real and significant outcomes, benefitting the people of Western Australia and saving lives.

## **Public Service Medal (PSM) in the General Division**

### ***TAFE Queensland***

**Mrs Mary Narrida Campbell, QLD**

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

Starting as a teacher in the School of Business at the former Moreton Institute of Technical and Further Education (TAFE) in 1987, Mrs Mary Campbell has dedicated her 36-year career in the Vocational Education and Training (VET) sector. As the chief executive officer of TAFE Queensland for the last six years and creating real, life changing outcomes for students and employers across Queensland, Mrs Campbell has a proven track record of achieving cultural transformation. Her management, entrepreneurial and communication skills alongside her unrivalled knowledge, commitment and expertise results in strong leadership in the VET sector.

Through a leadership style that is about inspiring others and motivating them to find a way forward to achieve the vision, Mrs Campbell's impact is enduring. She leads by example, developing processes and tools to manage cultural change and business growth and is dedicated to encouraging others and celebrating their successes jointly.

Mrs Campbell has been acknowledged by staff, peers and external stakeholders for her collaborative and inclusive leadership style; open, honest and regular communication; for building relationships and trust; and being a person of integrity who is true to her word.

Throughout her career, Mrs Campbell has fundamentally reformed educational and business performance to achieve key performance targets at TAFE Queensland. Her many years of experience, wealth of knowledge and exceptional leadership skills have enabled her to overcome major organisational and cultural challenges to implement substantial advancements in VET practice and improve student and employer outcomes.

## **Public Service Medal (PSM) in the General Division**

### ***East Gippsland Catchment Management Authority***

**Mr Rex Bewick Candy**, Boisdale VIC 3860

#### For outstanding public service in waterway management.

Throughout his career, Mr Rex Candy has spearheaded transformative change in waterway management practices across Victoria. With his pioneering thinking and innovative approaches, he has played a pivotal role in shaping the rivers of Victoria and establishing more resilient natural systems over the past 25 years. His expertise encompasses flood and bushfire recovery efforts, technical skills in understanding flooding behaviour and leading the stabilisation of numerous rivers state-wide. Notably, his work includes highly successful rehabilitation programs for the Genoa and Cann Rivers in Far East Gippsland.

As a distinguished technical expert in river health and floodplain management, Mr Candy is widely recognised for his exceptional knowledge and skills. His expertise is often sought after for complex expert panels, hearings, and recovery efforts in the aftermath of significant flooding events and landscape-scale bushfires. Mr Candy's contributions have been invaluable in understanding and mitigating the impacts of such disasters, showcasing his unwavering commitment to the betterment of regional communities.

The commitment and dedication Mr Candy has displayed throughout his career in the Victorian Public Sector have been of the highest calibre. Under his guidance, waterway management practices have evolved, leading to more sustainable and resilient river systems that benefit both the environment and the communities they serve.

Mr Candy's accomplishments serve as a shining example of the positive impact that one individual can have in shaping the natural landscapes and safeguarding the wellbeing of communities.



## **Public Service Medal (PSM) in the General Division**

### ***Services Australia***

**Mr Nicholas Patrick Carbines**, Macleod VIC 3085

For outstanding public service in the provision of payments and supporting those most vulnerable and experiencing homelessness across inner city Melbourne.

Mr Nicholas Carbines has supported over 530 Services Australia customers through his role as a community partnership specialist officer, within the Community Partnership Pilot program, where he has been co-located with the Salvation Army's Project 614 in Melbourne since August 2022.

Mr Carbines has built strong collaborative relationships with the Salvation Army's staff and volunteers and created effective relationships with customers who are isolated from mainstream support and services, who are otherwise unable to access service centres, engage over the phone or navigate digital channels and would not be receiving critical social welfare payments and assistance.

Mr Carbines has demonstrated service excellence in rapidly establishing and building new relationships within the Salvation Army, actively contributing to the development of the pilot and supporting his colleagues navigate their role and build relationships with other partner non-government organisations.

Mr Carbines is highly respected by his peers and the Salvation Army for his exceptional qualities and extensive experience as a public servant that has seen him support the most vulnerable Australians in our community during his career. His passion, experience, flexibility, and commitment in working with a very complex and hard to reach cohort is exemplary.

## **Public Service Medal (PSM) in the General Division**

***Department of Health Queensland***

**Associate Professor David William Cartwright, The Gap QLD 4061**

For outstanding public service to Queensland in the field of neonatal medicine.

Associate Professor David Cartwright was Director of Neonatology at the Grantley Stable Neonatal Unit at the Royal Brisbane and Women's Hospital (RBWH) for almost 30 years between 1988 and 2017. He has dedicated more than four decades to saving the lives of critically unwell newborn and premature babies across Australia is unparalleled.

In 1994, Associate Professor Cartwright was a collaborator in the establishment of the Australian and New Zealand Neonatal Network (ANZNN), a collaborative benchmarking network of more than 30 tertiary nurseries that are committed to the highest standards of perinatal and neonatal medicine. Each year the ANZNN ensures accurate data is being collected to be able to meaningfully interpret the impact that changes in neonatal intensive care has on life-long outcomes. To this day, Associate Professor Cartwright continues this work at the RBWH as a visiting medical officer and advises the data committee on which data points should be included to capture this critical information. The NeoDATA database which he created, and he still provides ongoing support for, services some of the largest neonatal units in the country, including King Edward Memorial Hospital, Perth, Perth Children's Hospital, Townsville University Hospital and Royal Children's Hospital, Melbourne. It also captures critical data for the Neonatal Retrieval Emergency Service Southern Queensland (NeoRESQ) which transported 1,019 babies in 2022.

Associate Professor Cartwright collaborated with the late Professor John Grant-Thomson AM RFD, to develop the neonatal retrieval transport cot (Neocot) in the late 1990s, which has been used since the early 2000s, and are now in neonatal retrieval units across the country, helping to save the lives of almost 4,000 babies at the RBWH alone. The cot was a finalist at the Queensland Export Awards in 2017 and are used across Europe and the UK.

Associate Professor Cartwright is selfless and dedicated to improving the lives of thousands of children and their families.

## **Public Service Medal (PSM) in the General Division**

### ***COVID-19 Quarantine Victoria***

**Dr Emma Cassar, VIC**

For outstanding public service and leadership in Victoria's response to the COVID-19 pandemic.

Dr Emma Cassar's exemplary leadership as Commissioner of COVID-19 Quarantine Victoria (CQV) stands as a remarkable testament to her unwavering commitment to public service during one of the most challenging periods in recent history. Her accomplishments in managing complex and high-stakes situations demonstrate her dedication to the values of integrity, accountability, and responsiveness. Dr Cassar's appointment to lead the reset of Victoria's mandatory COVID-19 quarantine program in 2020 came at a time of immense public, political, and health complexity. Her leadership not only prioritised the safety and experience of residents but also ensured the highest standards of infection prevention and control, a vital aspect of protecting the broader community. Within a mere four months under her guidance, there were no reported cases of COVID-19 transmission from CQV facilities to the public.

Dr Cassar's leadership led to the transformation of Victoria's COVID-19 quarantine program into a highly capable, efficient, and compassionate organisation. Her team safely cared for thousands of residents transitioning through quarantine, even managing exceptional challenges such as repatriating over a thousand people from Afghanistan and overseeing the Australian Open tennis event during the pandemic. Her innovative approach extended to implementing bespoke programs and solutions tailored to each unique situation. Recognising the risks associated with airborne transmission of COVID-19, Ms Cassar's leadership led to pioneering efforts in managing air quality within hotel environments. Her proactive approach to addressing emerging challenges contributed to the overall safety of the quarantine program.

After obtaining a Doctorate in Forensic Psychology from the University of Melbourne, Ms Cassar embarked on a career as a forensic psychologist with Corrections Victoria in 1999. Over the years, she ascended to the role of general manager at both male and female prisons in Victoria, subsequently undertaking various senior executive positions. In March 2023, Ms Cassar assumed the position of deputy secretary within the Social Policy and Intergovernmental Relations Group at the Department of Premier and Cabinet. Her career path encompasses over two decades of diverse experience across government, private sector, and non-profit organisations.

## **Public Service Medal (PSM) in the General Division**

### ***City of Palmerston***

**Mr Luccio Franco Cercarelli**, Palmerston NT 0830

#### For outstanding public service to the Northern Territory Local Government.

Mr Luccio Cercarelli has been a local government public servant in the Northern Territory for decades. Mr Cercarelli successfully leads an agile, growing organisation with a key focus on leading change agendas, generating workforce readiness through timely communications, and strategic support mechanisms that allow people to thrive.

Many key projects have been successfully delivered with Mr Cercarelli as chief executive officer of the City of Palmerston. He successfully lobbied for substantial grant funding from the NT and Australian governments for Palmerston's new aquatic facility, building a new community hall, installing energy efficient LED streetlights with smart controls throughout the municipality and delivering upgrades to the town library. This gave accessibility of the City of Palmerston's Council (the Council) facilities and resources for community activities to the people. The success of this work sees the use of the Council's facilities more than doubling, and with the diversification of user groups being significant.

Mr Cercarelli led the lobbying of the Northern Territory Government to increase Palmerston's municipal boundary to include what was previously unincorporated land. This led to the increase of commercial and industrial opportunities for the city, while supporting a population growth of an additional 20,000 people.

Mr Cercarelli guides the culture and direction of the City of Palmerston through his strong knowledge in local government, legislation and governance and dedication to the city and its people.

## **Public Service Medal (PSM) in the General Division**

### ***Department of Communities and Justice (New South Wales)***

**Mrs Tammy Childs, Coraki NSW 2471**

For outstanding public service through community leadership during the 2022 NSW Northern Rivers floods.

Mrs Tammy Childs oversees the management of public housing tenancies in the Northern Rivers area of NSW, recognising and promoting the fact that stable housing is a basic need and human right.

In February 2022, Northern NSW experienced its worst flooding event on record. Hundreds of people were displaced, and the town of Lismore was submerged. In the wake of the disaster, Mrs Childs was deployed as the disaster welfare coordinator for Coraki, a town on the Richmond and Wilson Rivers in Northern NSW with a population of around 1,300 people. During the floods, much of Coraki was inundated by flood waters and completely cut-off from resupply by land.

Mrs Childs, also a resident of Coraki and knowing that her home would flood, took her family to the Uniting Church building and set up the evacuation centre. She worked tirelessly for prolonged periods to provide critical advice, guidance, and support to the people of Coraki and staff from other agencies. The level of skilled and purposeful leadership by Mrs Childs in these trying circumstances was well above the expectations of the role. Through her efforts, the welfare and needs of hundreds of vulnerable community members were addressed.

At its busiest, the centre accommodated up to 500 people camped in and outside the centre, all requiring support. Attendees at the evacuation centre were experiencing a range of social and medical issues, including drug withdrawal and lack of access to prescription medicines. All were profoundly affected by the trauma of evacuation and isolation. Despite a shortage of supplies, information, and access to alternative accommodation, Mrs Childs worked with calm organisation and care to provide exceptional direction through the crisis, all while personally grappling with her own trauma and loss of her family's home and possessions.

In her ongoing role at the Department of Communities and Justice, Mrs Childs continues to provide critical support to her community in the recovery effort, striving to achieve optimal outcomes particularly for those in disadvantaged communities.

## **Public Service Medal (PSM) in the General Division**

***Department of State Development, Infrastructure, Local Government and Planning***  
**Mr Darren Cleland, Bibbohra QLD 4880**

### For outstanding public service to regional and rural communities in Queensland.

With over 20 years of public service, Mr Darren Cleland has earned widespread respect and recognition for his dedication to Queensland's economic success. Through hard work, and being results-driven, he became an executive regional director with the Department of State Development, Infrastructure, Local Government and Planning with a leading voice on what creates regional economic success.

Mr Cleland joined the public service in 2003 and has built a career from successfully mitigating several once-in-a-lifetime economic and social crises across regional Queensland, including the 2009 Global Financial Crisis, the North Queensland flood disaster in 2019 and the COVID-19 pandemic. With every crisis and disaster, he rode the waves of uncertainty with an eye to building back better. Mr Cleland's understanding of key economic indicators and contemporary social issues saw the creation of successful economic plans for Northern Queensland.

Early in his public service career, Mr Cleland committed to bettering the lives of Indigenous Australians based in rural and remote Australia. He believes addressing Indigenous socio-economic issues is a priority for all Australians. He spoke to that before many others were willing to add their voices.

Mr Cleland's proactive approach and leadership are integral to North and Far North Queensland's economic response following the turbulent and unpredictable COVID-19 pandemic. Mr Cleland ensured he and his team had their sights set on what they could do for Queensland's economic recovery and did not hesitate to bring future thinking to the table. Local economic development opportunities from a decarbonising global economy are a daunting and enormous goal for the public service to action. Mr Cleland has set himself and his team the task to meet the challenge and prepare for the economic future of North Queensland.

Mr Cleland's collective achievements and extraordinary contributions throughout his career in public service have ensured prosperity across Queensland.

## **Public Service Medal (PSM) in the General Division**

### ***ACT Health Directorate***

**Ms Natalie Jayne Cooper**, Bungendore NSW 2621

For outstanding public service in communications for the ACT Government's COVID-19 vaccination program.

Ms Natalie Cooper led the communications activities for the roll out of the COVID-19 vaccination program for the ACT, and later led the COVID-19 Communications team, following the stand down of the Public Information Coordination Centre. Ms Cooper worked closely with the ACT Health Directorate, the COVID-19 Response team, whole of government and with non-government stakeholders.

As part of the COVID-19 Executive team, Ms Cooper engaged and worked with ACT Government Directorates and their Communication and Media teams, to ensure there was awareness, understanding, support and alignment in the communication and media activities that were implemented across government.

Ms Cooper managed and led key activities for the COVID-19 response, including strategic information campaigns, management of media responses, talking points and news articles, management of social media channels and web content.

Ms Cooper worked to develop innovative ways to support communications for the COVID-19 vaccination roll out. She did this while leading her team in a positive, empathetic and nurturing way. It was this management style that saw the Communications team consistently deliver excellent initiatives, under immense pressure and within extremely tight timeframes.

Ms Cooper's work was instrumental in the ACT Government's delivery of a successful response to the COVID-19 pandemic. The innovative and positive communications activities led by Ms Cooper meant that the community remained engaged, even as COVID fatigue had begun to set in. Ms Cooper's leadership skills, her ability to think strategically and her commitment to continuous improvement resulted in a highly successful communications approach for the pandemic.

## **Public Service Medal (PSM) in the General Division**

### ***Department of the Attorney-General and Justice (Northern Territory)***

**Mr Christopher John Cox**, Bayview NT 0820

#### For outstanding public service to the Northern Territory public sector.

Commencing in 1988 in the remote town of Katherine, Northern Territory (NT), Mr Christopher Cox has shown outstanding service through his positive, dedicated leadership, and excellent service to the public and internal clients, spanning his 35-year career.

As the executive director of Justice Services, Mr Cox is responsible for the management of courthouses and facilities across the NT in 32 locations, including the Supreme Court, Local Court, Coroner's Court, Youth Justice Court, Work Health Court, NT Civil and Administrative Tribunal (NTCAT) and the Fines Recovery Units and Community Justice Centre.

Since being appointed as the executive director, Mr Cox consistently demonstrates outstanding service through his leadership, efficient process, improved productivity, and innovation in program and project delivery. Some of these include, project sponsor and chair of the board for an electronic case management system, implementation of a special approach for domestic violence; implementation of the new *Local Court Act 2015*; executive sponsor for videoconferencing in remote communities 2017-2020, construction of Alice Springs Supreme Court 2016-17, the co-location of the family law courts into the Darwin Supreme Court in 2014, the establishment of the new Youth Justice Court in 2016, the establishment of NTCAT in 2015, the ongoing Youth Justice Reform following the Royal Commission into Youth Detention and Child Protection in the NT in 2016, the Alice Springs Law Courts upgrades in 2019; and the development and implementation of a judicial wellbeing plan for Local Court Judges.

In June 2022, Mr Cox was appointed as the registrar-general of the NT and the Registrar of Births, Deaths and Marriages. Mr Cox is tirelessly striving for practical and effective outcomes for the NT public service by consistently demonstrating a commitment to upholding the principles of justice, fairness and efficiency with the court system, while fostering a culture of professionalism, integrity and respect.



## **Public Service Medal (PSM) in the General Division**

### ***Department of Agriculture and Fisheries (Queensland)***

**Dr Allison Crook, QLD**

For outstanding public service during COVID-19 to animal welfare and the protection of biosecurity in Queensland.

Dr Allison Crook commenced her career in public service as a veterinary officer in 1997 in Toowoomba, with the then Queensland Department of Primary Industries and Fisheries. Early career achievements include leading the implementation of national programs to monitor and reduce chemical residues in animal products and developing and leading the first detector dog team.

As COVID-19 emerged, Dr Crook showed agility in her leadership, with prioritised work activities and safe work practices to ensure high-risk biosecurity threats could be managed and the national disease and pest programs maintained. As part of Animal Health Committee, she shaped a novel national policy for COVID-19 testing in animals and implemented policies and procedures in Queensland.

Traceability is an important tool in biosecurity, as evidenced during the COVID-19 pandemic. Dr Crook has been actively involved at a national level in a working group to develop a traceability system for horses. During COVID-19, Dr Crook also supported the COVID-19 State Coordination Centre and chaired regular meetings with the Australian Veterinary Association (Queensland Division) and the Veterinary Surgeons Board of Queensland to support the profession during these uncertain times.

Dr Crook has provided leadership, oversight and direction, not only through COVID-19, but in a number of successful biosecurity emergency responses in Queensland including the citrus canker outbreak in 2004, multiple Hendra virus incidents, a Bovine Johne's disease outbreak in 2012, white spot disease in 2016, and a mass livestock mortality in 2019. With the support of New South Wales authorities, Dr Crook helped Australia to become the first country to eradicate equine influenza in 2007.

Dr Crook has shown an unwavering commitment to her work in biosecurity both over a lifetime career and throughout COVID-19. Her knowledge, expertise and dedication has made her an asset to the Queensland Public Service and Queensland's biosecurity.

## **Public Service Medal (PSM) in the General Division**

### ***NSW Ministry of Health***

**Ms Jacqueline Marie Cross, NSW**

#### For outstanding public service to nursing and midwifery.

Ms Jacqueline Cross's leadership in implementing practice development over decades has resulted in the widespread application of person-centred care. Her work has contributed to cultural improvements through empowering staff and patients, developing strong and empathetic leaders and creating cultures of learning.

Ms Cross has developed and championed models of care for midwifery and rural nursing that maximise service delivery to communities. She has targeted support and professional pathways to areas of workforce need including rural and mental health nursing.

Ms Cross' passionate advocacy and investment for Aboriginal nurses and midwives has seen year-on-year growth in new Aboriginal nurses and midwives, providing culturally safe care for Aboriginal people.

During the COVID-19 pandemic, Ms Cross collaborated on an innovative approach for clinical skill acquisition and workforce planning to ensure intensive care unit and mass vaccination capacity and capability. Her work to bolster the workforce post-COVID-19 has led to record numbers of graduate nurses and midwives employed and has encouraged broader graduate utilisation across services.

Ms Cross' clinical expertise, strategic vision, ability to lead, influence and collaborate across the health system and nationally has been integral in supporting the state's nurses and midwives to provide safe, quality care to the people of NSW.

## **Public Service Medal (PSM) in the General Division**

### ***Geoscience Australia***

**Dr John Harold Dawson**, Ainslie ACT 2602

For outstanding public service to government, industry and the community to improve social, environmental and economic outcomes for Australia.

Between 2017 and 2022, Dr John Dawson initiated and led the establishment of SouthPAN position system, the biggest Australian civil space program to date and the first Satellite Based Augmentation System (SBAS) in the southern hemisphere.

SouthPAN improves safety on mining and construction sites, helps save lives during natural disasters and land aircrafts in adverse conditions. It is also vital for increasing efficiency and sustainability in farming practices, transport and shipping and is expected to benefit the Australian economy by \$6.2 billion over 30 years.

Through Dr Dawson's leadership, vision and commitment to excellence, Australian industry, communities and academia have access to accurate real-time positioning data. The Positioning Australia program, as developed through Dr Dawson's leadership, is transforming Australians' access to competitive high-quality positioning, expanding Australia's innovation and export opportunities.

Dr Dawson's efforts throughout his career, have contributed to significant advancement and development of precise point positioning infrastructure for Australia and New Zealand through his exceptional leadership, technical expertise, his strong commitment, vision and persistence.

## **Public Service Medal (PSM) in the General Division**

***Chief Minister, Treasury and Economic Development Directorate***

**Mr Rodney Dix**, Wamboin NSW 2620

For outstanding public service to environmental protection services across the ACT.

For over twenty years, Mr Rodney Dix has led the small Environment Protection Team within the broader Environment Protection Authority (EPA) in Access Canberra. The team responds to environmental incidents at all scales, from noise and wood-smoke complaints to major pollution incidents such as the 2022 Boxing Day fire at the ACT Materials Recovery Facility and large chemical spills.

His leadership ensures that Access Canberra and EPA accountability and compliance frameworks are upheld, with all parties treated with respect, and educational approaches used before any regulatory action. This enables negotiated solutions to be found in most cases.

Mr Dix has excelled in customer service while delivering environmental outcomes for the community. He has also provided leadership for excellent service delivery, leading innovations for more efficient processes and instilling a safety culture to prevent harm. Where serious environmental harm occurs, Mr Dix and his team protect people and property while preventing contamination of waters, land and air while working with other emergency services. Under his leadership, the team's work health and safety record is excellent despite the inherently hazardous nature of these emergency responses.

The impact of Mr Dix's contribution is evidenced in environmental harm that is prevented from occurring, and therefore does not result in further complaints or instances of environmental harm. He also plays a key role in issuing environmental authorisations to manage noise at Canberra's major events, which enables Canberra's rich cultural life to continue.

## **Public Service Medal (PSM) in the General Division**

### ***Major Projects Canberra***

**Ms Karen Elizabeth Doran, ACT**

For outstanding public service to community safety through leadership, policy advice and program administration.

Ms Karen Doran is an outstanding leader in community safety policy and program administration, providing stewardship to the ACT's emergency services capability and corrections system.

Ms Doran played a pivotal role in supporting ministers and operational response leaders during the 2019-20 bushfire season, including the state of alert and state of emergency periods in which risk to the ACT community was at its highest. Ms Doran's leadership, intellectual rigour and ability to connect the right parts of government at the right time formed an essential component of the work to support the ACT's operational response.

Ms Doran's expertise was again called upon at the beginning of the COVID-19 pandemic as an incident controller of the ACT Government's non-health response. In that role Ms Doran provided a vital link between the health response and whole of government efforts to respond to the initial phases of the pandemic. Ms Doran laid the groundwork for the ACT Government's longer term non-health response mechanisms.

Outside of times of crisis, Ms Doran has astutely guided efforts to ensure that ACT emergency responders and the ACT corrections systems have the policy support, resources and infrastructure to deliver community safety outcomes for the people of the ACT. Ms Doran's efforts have delivered outstanding results in community safety infrastructure development and strategic infrastructure planning for the future.

## **Public Service Medal (PSM) in the General Division**

### ***NSW Department of Education***

#### **Mr Glenn James Downie**

For outstanding public service to the community and students, in particular, the delivery of COVID-19 related services.

Mr Glenn Downie has dedicated more than 30 years' service excellence to the NSW public school community. His outstanding contribution is exemplified through leadership in ensuring the continuity and safety of school assets during some of the worst and unabated natural disasters NSW has witnessed including bushfires, smoke impact on schools, damaging storms, threatening floods, a mice plague, as well as the COVID-19 pandemic.

During the pandemic, Mr Downie was the asset management subject matter expert to the COVID-19 Task Force. This involved the strategic placement of staff to deliver COVID-19 supplies to schools across the state. No matter the time of day, Mr Downie was checking in on his team, ensuring they had the resources and mental health capacity to continue to deliver.

In 2021 alone, Mr Downie's Asset Management teams worked through the construction shutdown to ensure schools were fully supported and available and he led the mobilisation of resources for a state-wide ventilation audit, ensuring students could return to school. Over 550,000 windows, 160,000 fans and 17,500 exhaust fans were inspected, and the audit identified a range of remediation works that were completed and ensured that all students could return safely to face to face learning.

Mr Downie led and oversaw the rectification of these findings to ensure schools were available to every NSW public school student in time for the Minister for Education's commitment to the reopening.

The scale of the asset audit has never before been undertaken and will for all future years ensure a lasting legacy for the school infrastructure portfolio. Mr Downie's achievements in recent years is highlighted by the way schools have operated as 'normal' during unprecedented times.

## **Public Service Medal (PSM) in the General Division**

### ***NSW Ministry of Health***

**Ms Diane Elfleet**, Warriewood NSW 2102

For outstanding public service to healthcare, in particular, the delivery of COVID-19 related services.

Ms Diane Elfleet is the nurse manager at Royal North Shore Hospital. Since 2001, she has worked for NSW Health in various roles including the Nursing Unit Manager of the Severe Burns Unit.

Since the onset of the COVID-19 pandemic, Ms Elfleet has continued to show tremendous leadership within the nursing leadership team at Royal North Shore Hospital and has provided exceptional contributions to this important service throughout the pandemic and beyond.

During the COVID-19 pandemic, support was sought from Northern Sydney Local Health District (NSLHD) to assist local health districts who were in desperate need of clinicians to continue to run their services in rural and international communities. Despite being acutely aware of the challenges being faced within her own metropolitan health district, Ms Elfleet was willing to be deployed into areas of far greater need, providing her expertise and skills in support of the Papua New Guinea community who desperately needed clinical personnel and resources.

For a period of six weeks, Ms Elfleet collaborated with local facility teams and leaders to respond to each unique situation during her period of deployment, provided training and vaccination support to remote communities, working long hours, sacrificing personal time, and overcome countless challenges to ensure the delivery of quality care.

Prior to the pandemic Ms Elfleet had undertaken many deployments with the Australian Medical Assistance Team (AUSMAT) The Australian and New Zealand Burn Association (ANZBA) and Interplast to provide training and support to healthcare staff working in countries with limited access to such opportunities.

Ms Elfleet's unwavering commitment to step forward and help during an extremely challenging period exemplifies her devotion to delivering quality healthcare in the face of adversity.

## **Public Service Medal (PSM) in the General Division**

### ***Department of Communities***

**Miss Fiona Maree Fischer, WA**

For outstanding public service through innovation in the delivery of human services in the Kimberley Region of Western Australia.

Miss Fiona Fischer has long demonstrated a commitment to leadership and reform, delivering effective community services in Western Australia's Kimberley Region. She progressed from a child protection team leader to Regional Executive Director, the most senior place-based leadership position in the Department of Communities.

The Kimberley Region is one of the nation's most complex service delivery environments due to the prevalence of interrelated social issues such as poverty, alcohol and volatile substance abuse, family and domestic violence, incidence of youth suicide and poor education outcomes.

Miss Fischer leveraged the structural changes following the creation of the Department of Communities to deliver more holistic responses across child protection, public housing and disability services. Consistently applying innovation in service design by taking a new or place-based approach to ensure community services organisations are managed locally, Miss Fischer supports the empowerment of vulnerable community members. This was achieved through establishing a 'One-Stop-Shop' drop-in hub in Fitzroy Crossing offering services across all government agencies resulting in increased interactions and improved culturally appropriate human services case management; rapidly activating a Broome Youth Response Team to progress the tailored, multi-agency case management of a group of 'at risk' young people, and deliver a quantifiable reduction in recidivism and increase in school attendance; and contracting the Kimberley Family Violence Service on place-based, locally informed and family led violence interventions that are flexible, culturally responsive and culturally secure.

Miss Fischer worked across government to ensure Western Australian Government priorities such as the Kimberley Juvenile Justice Strategy, Commitment to Aboriginal Youth Wellbeing, Empowered Youth Network, Kimberley Remote Aboriginal Community Forums and the roll out of the COVID-19 pandemic response are effective and meet community needs.

Elevating the voices of the Kimberley community and staff, Miss Fischer consistently ensured that the resources of government were coordinated in and through their service.



## **Public Service Medal (PSM) in the General Division**

***Central Adelaide Local Health Network (Department of Vascular and Endovascular Service)***  
**Professor Robert Alwyn Fitridge, SA**

For outstanding public service in the provision of vascular surgery and high-quality care for patients in public hospitals.

Professor Robert Fitridge has been a vascular surgeon for 30 years, and Professor of Vascular Surgery at The University of Adelaide since 2010. Professor Fitridge's outstanding career of professional leadership includes several chair positions of medical boards and was president of the World Federation of Vascular Societies. He has served as director of Trauma at the Queen Elizabeth Hospital and senior examiner in Vascular Surgery for the Royal Australasian College of Surgeons.

Professor Fitridge established South Australia's first multi-disciplinary foot outpatient clinics at the Queen Elizabeth Hospital, Royal Adelaide Hospital and Lyell McEwin Hospital, and still co-leads service delivery at the Queen Elizabeth Hospital and Royal Adelaide Hospital.

As senior editor for the medical text 'Mechanisms of Vascular Disease', now in its third edition, Professor Fitridge also leads the surgical education for the next generation of vascular specialists in Australia. Furthermore, he is dedicated to the clinical review, assessment, and treatment of patients, whilst supporting the development, teaching, and training of junior medical staff, nursing staff, and students alike, with the level of commitment provided being well in excess of that expected through his employment.

Combined with his tireless teaching efforts of medical students, surgical registrars, and junior allied health professionals, Professor Fitridge has delivered profound impacts for future patient care in South Australia Health. Professor Fitridge embodies the ideal model of an academic surgeon; one who's clinical and research work is totally dedicated to helping people.

## **Public Service Medal (PSM) in the General Division**

### ***District Court of New South Wales***

**Ms Lisa Michelle Freeman**, Narellan Vale NSW 2567

For outstanding public service to the NSW District Court, particularly across the COVID-19 pandemic response.

Ms Lisa Freeman possesses a wealth of knowledge in the operations of the court which is called upon to assist in developing policies and procedures for the efficient and effective running of the court. Her role includes liaising with judges, associates, the Department of Justice, the NSW Bar Association, the Law Society of NSW, the Office of the Director of Public Prosecutions, and other key organisations. This level of knowledge and her initiative came to the fore during the early stages of the COVID-19 pandemic. Ms Freeman worked tirelessly to assist in the establishment of procedures to ensure the safe and secure continuation of jury trials and to ensure there was a constant flow of information between the Department of Communities and Justice and the judiciary. This was critical in an environment where information was changing at a rapid pace and where actions to minimise gathering of large groups had the effect of reducing access to justice.

Ms Freeman managed the delicate liaison between the NSW Sheriff's Office, who managed the frontline duties of COVID-19 testing for all court participants and jurors, and the various needs of the individual Judges and Associates. Throughout, Ms Freeman maintained a sense of calm, and her organisation skills enabled the court to continue sitting in safe and fluctuating ways that responded to the evolving environment.

Not only throughout the extraordinary times of the pandemic, Ms Freeman has exhibited dedication to the Court and excellence in her service to the public, carrying out her duties to the highest standards with compassion, empathy and professionalism.

## **Public Service Medal (PSM) in the General Division**

### ***Department of Customer Service (New South Wales)***

**Mr Simon Bernard Geraghty, NSW**

For outstanding public service in the development of technology platforms providing vital services and access to government services.

Mr Simon Geraghty's work in government technology enables customers to transact across the New South Wales government.

Mr Geraghty was integral in establishing the technology platform that supported the centralised Child Protection Hotline. This solution was the first step into a whole of government solution, with the service being adopted across multiple services, agencies and departments. The robust technology solution enabled vital services to be delivered to some of the most vulnerable people in NSW, ultimately ensuring their health, safety and wellbeing.

Mr Geraghty led the design, build and rollout of a technology infrastructure to support a whole of State solution for health transactions. The solution integrates in-patient, out-patient, test, and imaging results, along with patient history, onto one trusted platform for all users. This includes services for patient use, such as a digitised version of Baby Book and Wi-Fi services. This solution reaches all areas across New South Wales, enabling real-time service delivery no matter the patient's location.

More than 221,000 calls are made to Service NSW each week through the telephony infrastructure Mr Geraghty and his team have established and maintained. Without these platforms, many would be unable to access government services.

In addition to his many technological achievements, his greatest contribution has been to support the people he works with to learn, grow and contribute at their best. Through his advice, knowledge and experience, he helps others learn and deliver the best solutions to the people of New South Wales.

## **Public Service Medal (PSM) in the General Division**

***Chief Minister, Treasury and Economic Development Directorate***

**Ms Emma May Gowling, NSW**

For outstanding public service to the Office of the COVID-19 Local Business Commissioner for the ACT.

During the COVID-19 pandemic, Ms Emma Gowling established and managed the Office of the COVID-19 Local Business Commissioner (LBC) for the ACT. The Office was established to support the COVID-19 Local Business Commissioner who was charged with supporting Canberra businesses during the pandemic, particularly in mediating between landlords and tenants over rental issues. Over the life of the LBC Ms Gowling established and ran the Office, maintained records and information collected, triaged the contacts received, conducted mediations, assisted the Commissioner with more complex cases, and provided pastoral care to many of those who contacted the LBC.

Ms Gowling excelled in the promptness of her response to more than 1,500 clients, the accuracy of the advice given, the manner in which she conducted the mediations and through the compassion and caring shown to those who needed it. Her leadership in working with individuals, businesses, industry associations, committees and her ACT public service colleagues resulted in excellent and timely service to the business community, as well as important information being supplied to industry and government.

The impact of Ms Gowling's work can be seen in number of successful agreements struck, giving relief and certainty to the parties involved. Ms Gowling's incisive summaries and suggestions back into Government, and to industry associations, enabled strategies to be developed and/or modified. In an individual sense, her greatest work was caring for individuals at a time of immense pressure.

## **Public Service Medal (PSM) in the General Division**

### ***Pormpuraaw Aboriginal Shire Council***

**Ms Tracey Leanne Graham, Cairns QLD 4870**

#### For outstanding public service to the community of Pormpuraaw.

Ms Tracey Graham commenced working with Pormpuraaw Aboriginal Shire Council (the Council) in 2013. At the time, Pormpuraaw, in Western Cape York, was struggling with basic governance requirements. Ms Graham was aware that even before the Council could effectively service customers and community, it had to address key issues of governance, accounting processes and the workforce culture. She established efficient and effective processes to ensure consistent reporting on financials.

After only 13 months of employment with the Council, Ms Graham was offered the corporate service management position. In this role, she immediately demonstrated courage and strong leadership to effectively manage the business to an unqualified audit. She has also worked tirelessly to secure, train and show local staff why attendance and commitment to duties are important, thus empowering local personnel.

Ms Graham showed leadership within the Management Team, providing advice and guidance on how to retain and nurture the staff. The progress of the Council and its financial sustainability started in earnest once Ms Graham was appointed in the corporate service management role and it has never looked back.

Ms Graham's tenure with the Council is making an impact in Pormpuraaw and the lives of community members and staff alike. Regardless of any difficulties or daily challenges, Ms Graham operates with compassion, understanding and empathy in all she does.

## **Public Service Medal (PSM) in the General Division**

### ***Department of Premier and Cabinet (Victoria)***

**Ms Jennifer Margaret Green**, Caulfield South VIC 3162

For outstanding public service in public administration to successive Secretaries of the Victorian Department of Premier and Cabinet.

Ms Jennifer Green's journey in the public service culminated in her role as the principal executive assistant to the Secretary of the Victorian Department of Premier and Cabinet (DPC) for the past 22 years. During this time, she supported five secretaries and six Victorian premiers, playing a pivotal role in maintaining the efficient operation of the department.

Ms Green served as a steadfast organiser, problem solver, expert communicator, negotiator, trend predictor, and confidante for the Secretaries she supported. Her leadership was especially critical during times of crisis, such as the 2008 Cranbourne methane gas leak, the 2009 Swine flu outbreak, and the devastating Black Saturday bushfires in 2009. In these situations, Ms Green's professionalism, dedication, and extensive public service network proved invaluable in ensuring swift and effective responses.

Ms Green's legacy extends beyond her direct support of Secretaries. She hired and personally trained over twenty administration professionals, mentoring countless others who have gone on to support Secretaries and Ministers themselves. Her commitment to excellence has left an indelible mark on the administrative support landscape within the VPS. Her career exemplifies the pinnacle of service excellence and stands as a testament to her outstanding contributions to the state of Victoria.

## **Public Service Medal (PSM) in the General Division**

### ***ACT Education Directorate***

#### **Mr Michael Hatswell**

For outstanding public service to public education as the principal of Evatt Primary School.

Mr Michael Hatswell goes above and beyond in the role of a school principal at Evatt Primary School, He achieves this by leading the school in improving student outcomes through the delivery of rigorous, high impact learning programs, whilst advocating for the individual needs of all students.

Mr Hatswell is child-centred, promoting a positive school culture of inclusiveness. He invests time and energy in his staff and students that is to a depth rarely seen in the busyness of his role. He supports student engagement, with a holistic view of their wellbeing needs, including those students who may need extra support with food, attendance, and physical and mental health, so that they are in the best space for learning. He regularly advocates for those who need it, ensuring that all students and families receive what they need.

Mr Hatswell's leadership style inspires teachers, educators, and support staff, whether they are new to the profession, or have had years of experience. He displays a strategic and effective problem-solving approach whilst encouraging all to collaborate to achieve the best in all areas of learning and wellbeing.

Mr Hatswell believes in the importance of strong partnerships, working together with staff, students and families to create a united community. He knows the important role that schools play and has ensured that Evatt Primary is at the centre of the community.

He has developed meaningful relationships with organisations, businesses and service providers with the common goal of improving outcomes for the community. He actively listens to students and staff and ensures that everyone feels part of the school community. Mr Hatswell wants school to be a place where students love to learn, play and connect.

## **Public Service Medal (PSM) in the General Division**

### ***Department of Premier and Cabinet (Tasmania)***

**Mr Simon Andrew Hiscock, TAS**

For outstanding public service in emergency management and recovery throughout various community disasters and the COVID-19 pandemic.

Mr Simon Hiscock has worked in the Tasmanian emergency management sector for the past ten years in a variety of roles. Most recently he has led the Office of Security and Emergency Management in the Department of Premier and Cabinet. Throughout his tenure Mr Hiscock has displayed outstanding leadership and demonstrated continuous commitment to not only his service and colleagues but also to the Tasmanian community.

In his time working in emergency management, Mr Hiscock has supported Tasmania's response to, and recovery from, the 2013 Dunalley bushfire, the 2016 bushfires and floods, the severe weather events in 2018 and 2022, the 2018-19 bushfires and the COVID-19 pandemic. He was responsible for the development of TasALERT and TasRECOVERY, the Tasmanian Government's online platforms helping the community to know what to do before, during and after an emergency event. He also played an instrumental part in Tasmania's response to the Royal Commission into National Natural Disaster Arrangements and has represented Tasmania on the Australia-New Zealand Emergency Management Committee (ANZEMC) and the Australia-New Zealand Counter Terrorism Committee (ANZCTC).

Mr Hiscock's policy and strategy skills in emergency management have been recognised on a national level and are respected by his colleagues and peers. He has contributed to numerous state, multi-jurisdictional and national exercises over the past decade, with a key focus on whole-of-government strategic level exercising. Recently, Mr Hiscock played a pivotal role in an international exercise held to explore the operational response of governments, law enforcement and major industry stakeholders to prevent the viral spread of harmful online content resulting from terrorist incidents.

Notably, Mr Hiscock has built strong and effective relationships across local, state, interstate and Commonwealth government and non-government stakeholders. An example of this is his coordination of the successful application for Tasmania to receive funding under the Disaster Ready Fund. Mr Hiscock worked closely with Tasmanian communities and relevant organisations to identify issues and assisted in their application process. This funding will support community resilience and response to natural disasters. Without Mr Hiscock's dedication and support, Tasmania would not have been successful in receiving this funding.



## **Public Service Medal (PSM) in the General Division**

### ***Department of Agriculture, Fisheries and Forestry***

**Mr Nicholas John Housego**, Pearce ACT 2607

For outstanding public service in developing and embedding the practice of facilitation services within government departments and agencies.

Mr Nicholas Housego established the Government Facilitation Community of Practice (CoP), a cross government group, which has grown to host over 400 individuals across departments and agencies in all levels of government. Through establishing the CoP, Mr Housego delivered a new capability within the Australian Public Service (APS) that achieves co-designed outcomes and builds true partnerships between the APS and non-government stakeholders.

Mr Housego has facilitated hundreds of workshops with stakeholders, both internal and external organisations. Mr Housego has a reputation for building long lasting relationships and embedded the practice of engaging in a different way, working towards shared and agreed actions and outcomes. Mr Housego deeply understands the importance of facilitation as critical for the success of co-designed programs and outcomes for the success of the APS.

Workshops facilitated by Mr Housego have directly impacted the delivery of successful policy, program, regulation and internal governance projects, with specific reference to biosecurity investment in Northern Australia.

Mr Housego's impressive contribution and length of service makes him one of the APS's most respected specialist facilitators. His service has contributed significantly to delivering strategic priorities and innovative achievements through his dedication to building facilitation capability across the APS.

## **Public Service Medal (PSM) in the General Division**

### ***Department of Justice and Community Safety (Victoria)***

**Ms Christine Howlett, VIC**

For outstanding public service in preventing social harm and exceptional contribution to public sector integrity.

Ms Christine Howlett's 30-year career in the public sector is a testament to her commitment to reducing public harm and enhancing the integrity of public service delivery. Throughout her career, Ms Howlett has demonstrated exceptional leadership in promoting integrity and accountability within the public sector. Her role as deputy special manager for the Melbourne Casino Operator highlighted her dedication to bringing transparency and accountability to casino operations, thereby minimising gambling harm and financial crime.

A central pillar of Ms Howlett's career has been her dedication to minimising harm, particularly for marginalised, vulnerable, and disadvantaged communities. Her leadership at the Independent Broad-based Anti-Corruption Commission (IBAC) played a pivotal role in exposing and preventing public sector corruption and police misconduct, ultimately protecting those most at risk.

Ms Howlett's innovative thinking and ability to build excellent stakeholder relations have been instrumental in her mission to reduce public harm. Her work with interstate regulators and casino monitors has not only fostered collaboration but also led to the sharing of best practices, resulting in more efficient regulatory oversight. This collaboration demonstrates her commitment to optimising public resources for the greater good. Ms Howlett's efforts have contributed significantly to better outcomes for the people of Victoria.

## **Public Service Medal (PSM) in the General Division**

### ***Bureau of Meteorology***

**Dr Andrew Kenneth Johnson, QLD**

For outstanding public service through leadership in developing and stewarding Australia's capability in the environmental and physical sciences.

Dr Andrew Johnson has implemented and overseen several major enterprise transformation programs, including bringing together the uplift of the security, stability and resilience of the Bureau of Meteorology's (Bureau) information and communications technology (ICT) systems and observing network through the ROBUST Program.

Dr Johnson has worked hard to ensure the Bureau's ICT system is maintained at a world class level to deliver its services of wide-ranging technology transformation of weather, climate and water services through mobile phone applications for Australians and for Bureau clients such as the aviation industry and defence.

Due to Dr Johnson's high-calibre leadership capabilities, the Bureau secured an ongoing increase in base funding to sustain capabilities realised through the ROBUST Program. Through his leadership, professionalism and expertise, Dr Johnson was key to restoring trust and credibility of the Bureau.

Dr Johnson has provided outstanding service and leadership in climate modelling, world leading weather prediction, water and oceans services, emergency management and innovation in provision of public information to Australia.

With his lifelong commitment to science, operational excellence and developing the leaders of tomorrow, Dr Johnson has been a champion for diversity and for developing his staff and ensuring it is a culturally high-performing institution. Dr Johnson has led his team to truly deliver on its vision, strategy and values to build an agency that is trusted nationally and respected globally.

## **Public Service Medal (PSM) in the General Division**

***Chief Minister, Treasury and Economic Development Directorate***  
**Mr Jonathan Kobus, ACT**

For outstanding public service to the Canberra and region tourism industry through the COVID-19 pandemic.

As Executive Branch Manager, VisitCanberra, Mr Jonathan Kobus was instrumental in leading the visitor economy through the COVID-19 pandemic. Mr Kobus expanded VisitCanberra's capability to better support industry in recovery and growth, including grant programs to support local tourism businesses and training to uplift industry capability.

Mr Kobus led the development of the Framework for Recovery of the Visitor Economy, a pathway forward for government and industry to work together to focus activity in the areas that would make the biggest difference. Mr Kobus led the way for industry recovery, engaging with industry and clearly articulating a way forward during a time of crisis. Further, Mr Kobus worked closely with Canberra International Airport to re-establish direct flights to every capital city, as well as new routes and new carriers that have not previously operated in Canberra.

Mr Kobus's efforts in aiding the Canberra and region tourism industry during, and following, the COVID-19 pandemic was outstanding. His exceptional leadership and strategic thinking were instrumental for the support of local tourism businesses and the ACT visitor economy. He has set a new precedent for a united and collaborative tourism industry in Canberra and the region.

## **Public Service Medal (PSM) in the General Division**

### ***Department of Planning, Industry and Environment NSW***

**Mr Dillon Kombumerri**

For outstanding public service to the field of architecture and design and relationships with Aboriginal and Torres Strait Islander cultures and cultural practices.

Mr Dillon Kombumerri, a descendent from Yugambeh and Quandamooka Country of the Gold Coast and Moreton Bay Queensland, has worked for the NSW Government for over 30 years. Throughout this period and in multiple influential roles he has pioneered First Nations architect-led approaches to community engagement and design.

Mr Kombumerri lectures world-wide on the value of Indigenous knowledge in delivering better outcomes for the built and natural environment.

From designing buildings to developing policy related to designing with Country, and through his work within the Department of Planning, he has established the Connecting with Country Framework. In this, he has worked closely with First Nations artists, designers and architects and wider Aboriginal communities. All state significant projects must now engage with local First Nations community and respond to Country within project proposals.

Mr Kombumerri's contribution to the advancement of society in New South Wales is outstanding in the field of architecture and design and relationships with Aboriginal and Torres Strait Islander cultures and cultural practices.

## **Public Service Medal (PSM) in the General Division**

### ***NSW Ministry of Health***

**Ms Wenche Margrethe Kverneland, NSW**

For outstanding public service to healthcare, in particular, the delivery of COVID-19 related services.

Ms Wenche Margrethe Kverneland is the nursing unit manager at Campbelltown Hospital. Since 2008, she has worked for NSW Health in various roles including clinical nurse consultant at Hornsby Ku-ring-ai Hospital's Intensive Care Unit.

Ms Kverneland has provided outstanding service to the NSW Health system and broader community, including rural, remote and overseas communities, during the COVID-19 pandemic in 2021 and during the Northern NSW floods in 2022, going above and beyond the normal requirements of her role, to assist in keeping critical services going in these areas.

From the onset of the pandemic, Ms Kverneland worked in leadership roles in both the emergency department and intensive care units of more than one large metropolitan hospital, during the various strains, outbreaks and surges of COVID-19, providing care to patients in critical condition, leadership and advice to the broader clinical teams, and support to families and carers.

During the pandemic, the Northern Sydney Local Health District (NSLHD) assisted rural and remote health services who were experiencing critical staffing shortages, due to both COVID-19 and later episodes of flooding, by urgently seeking volunteers from the NSLHD workforce who were willing to redeploy for periods of time. Ms Kverneland spent over 2 months deployed to assist in keeping vital services open in communities in need in Papua New Guinea and the remote community of Wilcannia.

Prior to the pandemic, Ms Kverneland deployed with the Australian Medical Assistance Team (AUSMAT) to Samoa in response to a measles outbreak in 2019 and continues her commitment to care for those in need, deploying to the rural community of Casino in Northern NSW to provide aid during severe flooding in 2022.

## **Public Service Medal (PSM) in the General Division**

***Department of Health Western Australia***

**Dr Robyn Ann Lawrence, SA**

For outstanding public service through substantial contributions to Western Australia's response to COVID-19.

As Western Australia's incident controller for the State Health Incident Coordination Centre from March 2020 to July 2021 and subsequently as Acting Assistant Director-General Clinical Strategy and Planning at the WA Department of Health, Dr Robyn Lawrence led key elements of the COVID-19 response and developed the WA health system's capacity and capability.

Dr Lawrence established and managed a diverse array of new services to protect the health of all Western Australians. These ranged from managing outbreaks on commercial and cruise ships, to arranging new testing clinics across the state. Dr Lawrence was instrumental in rapidly establishing coronavirus quarantine measures for every person entering WA and was given the significant task of setting up and managing WA's hotel quarantine system in early 2020. Western Australia's Hotel Quarantine Program was fundamental in protecting WA from COVID-19 cases entering the community. WA's position as one of the safest jurisdictions globally at the height of the COVID-19 'Delta' wave was a result of this successful program.

Dr Lawrence was also integral in scoping and establishing the WA COVID Care at Home program, a service providing care and support to high-risk patients due to identified medical and social risk factors. The service has provided assurance and support to approximately 13,000 patients to date and mitigated the risk of unnecessary hospital presentation.

Most recently, Dr Lawrence has overseen WA Health's Transition to Living with COVID, in addition to providing ongoing and robust clinical planning and strategic oversight for the future. Dr Lawrence's astute guidance and expert implementation of public health and social measures, testing, tracing, isolation and quarantine requirements, and COVID vaccine initiatives were highly effective in protecting the WA population from the full adverse health effects of COVID-19.

## **Public Service Medal (PSM) in the General Division**

### ***Department of Finance (Australian Government)***

**Ms Amanda Lee, ACT**

For outstanding public service in leadership and professionalism in the development and delivery of the Commonwealth budgets and fiscal policy.

Ms Amanda Lee has excelled in the difficult and dynamic role leading Budget Policy and Coordination Division and has been critical in the development and delivery of numerous Commonwealth Budgets and associated updates.

Ms Lee's expertise, work ethic and commitment to work collegiately across the Australian Public Service (APS) was particularly relied upon as the Australian Government navigated through the crisis response to the COVID-19 pandemic.

In addition to the usual Budget and Mid-Year Economic and Fiscal Outlook updates, this period also required delivery of the July 2020 Economic and Fiscal Update, the October 2020 Budget, the 2022 Pre-Election Economic and Fiscal Outlook and out-of-session Budget updates. Through working under extreme circumstances during the COVID-19 pandemic and navigating uncertainty, Ms Lee led her team in an exemplary fashion during this period in providing advice to government which was instrumental in preventing an economic disaster for Australian households and businesses.

Ms Lee has always quickly secured and held the confidence of Ministers, resulting in her ability to effectively influence decision-making on government expenditure and non-taxation revenue matters.

Ms Lee is widely respected for her expert advice, guidance and support for successive governments to enable them to deliver on their budget and fiscal policy objectives. Ms Lee's reputation in supporting her staff during extremely difficult and busy times is testament to her leadership. Her expertise and highest degree of professionalism is indicative of the integral role she has played in advising and supporting government in managing the budget process.



## **Public Service Medal (PSM) in the General Division**

### ***NSW Ministry of Health***

**Mr Graeme Andrew Loy, NSW**

For outstanding public service to healthcare, in particular, the delivery of COVID-19 related services.

Mr Graeme Loy has dedicated 25 years to public service, with the last five years as Chief Executive of Western Sydney Local Health District (WSLHD). During this time, he has taken great pride in delivering highly complex services by building high performance teams that ensure the delivery of high quality, timely clinical services to the community of Western Sydney.

Mr Loy proved above and beyond his dedication to health by leading WSLHD at the epicentre of the COVID-19 pandemic. His quick and decisive response to the outbreak provided the people of western Sydney with more than five million polymerase chain reaction (PCR) tests and 134,000 phone interpreting sessions for hotel quarantine, while successfully managing 159 outbreaks in 63 aged care homes.

Mr Loy was nominated to establish and operate NSW's biggest vaccination centre at Qudos Bank Arena in Homebush in only 12 days. His dedication and commitment to the community resulted in over 350,000 people being vaccinated in the Centre during its three-month operation.

Mr Loy maintained firm safety measures to ensure all staff felt safe and secure while carrying out this vital service and led by example by being onsite every day to provide support and direction to his staff, all while continuing to support five hospitals, managing outbreaks in local aged care facilities, and procuring personal protective equipment and Rapid Antigen Tests for staff and the community.

Mr Loy's excellent work is ongoing, and he continues his unwavering commitment and outstanding service to the health and wellbeing of the people of western Sydney.

## **Public Service Medal (PSM) in the General Division**

***Department of Education (Victoria)***

**Ms Heather Joan Macalister, Marlo VIC 3888**

For outstanding public service to public education.

Ms Heather Macalister's 45-year career with the Department of Education stands as a testament to her unwavering commitment to public education in East Gippsland. Her journey from teacher to principal and now senior education improvement leader has left an indelible mark on the community and education sector. Ms Macalister firmly believes that a student's future should not be determined by their postcode, and her actions have mirrored this belief. Her dedication to ensuring that remote students have the same educational opportunities as those in urban areas is truly commendable.

Ms Macalister's leadership has shone brightest during challenging times. During the devastating Gippsland bushfires and the COVID-19 pandemic, she provided critical guidance to ensure that students and staff in East Gippsland continued to have access to a safe and supportive educational environment. Her unwavering commitment to educational continuity in the face of adversity has been a source of strength for the community. Her leadership, both technical and relational, has been instrumental in resolving sensitive and emotional issues, leaving a lasting impact on East Gippsland.

Ms Macalister's influence extends beyond the classroom. She has been an exceptional role model, particularly for young females in the community. In a region where female leadership is limited, her empathy, wisdom, determination, and calmness under pressure have inspired countless students. Ms Macalister's mentorship has encouraged female staff members to pursue leadership roles, strengthening the representation of women in positions of influence.

Ms Macalister has been an active member of the Marlo community, using her expertise to navigate bureaucratic processes and ensure compliance with regulations, such as the Marlo Triathlon. As a member of the Orbost Regional Health Board, she forged valuable partnerships that benefited both the health sector and students, creating opportunities through work experience programs and vocational education.

## **Public Service Medal (PSM) in the General Division**

### ***NSW Department of Education***

**Mr Nicholas Magriplis, NSW**

For outstanding public service to public education, in particular, the delivery of COVID-19 related services.

Mr Nicholas Magriplis has dedicated 30 years of service to public education across the state's most disadvantaged school communities in south-western Sydney. Recognised as a successful, influential educator, he inspires and ensures excellence and integrity with a continued focus on school improvement for student benefit.

Mr Magriplis led the Liverpool network through the incredibly challenging time of COVID-19, the aftermath of which continues to affect the schools and communities he leads. Through 34 weeks learning-from-home across 2020-2021, Mr Magriplis supported and led principals through the greatest disruption to NSW public education since World War 2. This included extended weeks where the Liverpool and Fairfield local government areas were under the strictest stay-at-home orders and tightest learning-from-home directions in the state.

Across highly disadvantaged communities, Mr Magriplis coordinated efforts to acquire and distribute 4G internet dongles and printed learning packs so that all students could continue their learning regardless of technology access.

During and post the pandemic, Mr Magriplis worked tirelessly to support fractured families and communities, initiating interagency support for families enduring financial hardship and in need of wellbeing support, using schools as centres for triaging family support, and rebuilding community stability after extensive lockdown periods.

Mr Magriplis has shown an unwavering commitment to public education throughout his career and has worked tirelessly in supporting highly disadvantaged communities. Through his resilience, compassion, and immense drive to ensure the highest quality outcomes for students, he works shoulder to shoulder with principals, managing complexity with a sheer determination to overcome barriers and challenges faced by communities.

## **Public Service Medal (PSM) in the General Division**

### ***NSW Ministry of Health***

#### **Ms Rachael Marlow**

For outstanding public service to healthcare, in particular, the delivery of COVID-19 related services.

Ms Rachael Marlow is an occupational therapist at Northern Sydney Local Health District (NSLHD), working for NSW Health since 2007.

Throughout the Pandemic, Ms Marlow worked as a clinician in a large metropolitan health district, supporting the Allied Health Service during the various strains, outbreaks and surges of COVID-19. During this time, the NSLHD also assisted rural and remote health services which were experiencing critical staffing shortages, by urgently seeking volunteers from the NSLHD workforce who were willing to redeploy for periods of time.

Ms Marlow deployed twice to the Howard Springs Quarantine Facility in the Northern Territory, working alongside the Australian Medical Assistance Team (AUSMAT) to manage the quarantine of repatriated Australians, managing mobility and vulnerabilities of quarantined residents from plane arrival and reception, screening, transport and onsite quarantine operations.

Ms Marlow adapted to evolving challenges of the environment, heat and challenges of working outdoors in personal protective equipment, where quarantine operations were being newly established and developed.

Since the onset of the COVID-19 pandemic, Ms Marlow has continued to show tremendous leadership and provided an exceptional contribution to this important service. During a period of great uncertainty and daunting challenges for all areas in Health, she went far above and beyond to provide outstanding commitment to the community.

## **Public Service Medal (PSM) in the General Division**

### ***ACT Health Directorate***

**Mr Victor Hugo Martin, ACT**

#### For outstanding public service in managing the COVID-19 Proactive Compliance Inspection Program for the ACT's COVID-19 response.

Mr Victor Martin provided exceptional leadership in his role managing the COVID-19 Proactive Compliance Inspection Program for the COVID-19 response. The Program ensured that businesses and organisations complied with the public health directions that were in place, and supported businesses to develop measures that minimised the risk of COVID-19 transmission.

Mr Martin's strategic approach to the Compliance Program saw a strong focus on engagement and education, rather than an enforcement compliance approach. Businesses and organisations relied heavily on compliance officers who worked tirelessly to engage and advise businesses during a period of constant change and immense uncertainty. The Program was highly effective and positive, with many businesses able to comply with the public health restrictions.

Mr Martin was instrumental in leading the development of key legislation that supported a step-down approach for the COVID-19 Public Health Emergency to a COVID-19 Management Declaration framework. He worked collaboratively and respectfully with key stakeholders to manage all interests in a strategic and productive way. Which created alternative options to managing the COVID-19 pandemic outside of a public health emergency.

Mr Martin's work was instrumental in the ACT Government's delivery of a successful response to the COVID-19 pandemic. The innovative and positive approach to compliance activities led by Mr Martin meant that business and organisations remained engaged. His leadership and ability to engage constructively with critical stakeholders was instrumental in supporting a successful response to the pandemic.

## **Public Service Medal (PSM) in the General Division**

### ***NSW Department of Education***

**Ms Suzie Matthews**, Surry Hills NSW 2010

For outstanding public service to the community and students, in particular, the delivery of COVID-19 related services.

Ms Suzie Matthews is an outstanding public servant who provided exceptional leadership to support the NSW Education sector's transition to 'COVID-normal' and flood recovery.

Throughout 2022, as the executive director of the COVID-19 and Crisis Taskforce, Ms Matthews led an agile team to achieve results for the learning communities of NSW.

In this role, Ms Matthews worked closely with NSW Health to design and implement a COVID-19 policy for NSW schools. She balanced relationships at a political, strategic and tactical level for the department, leading a small team to develop a plan for the 2022 winter respiratory virus season. This plan, which included the ability for the department to implement 'circuit-breaker measures', reduced the number of temporarily non-operational schools and ensured normality after two consecutive winters with state-wide learning from home.

In addition to her work with the department's COVID-19 response, Ms Matthews also played a significant role in supporting school communities impacted by the Northern NSW floods and the Western NSW floods. Building on her work with the taskforce, Ms Matthews was able to pivot to provide a crisis response as the floods unfolded and also to support the recovery efforts of impacted school communities.

As schools are central to communities, the efforts of Ms Matthews helped provide some consistency to the lives of communities despite the complex challenges presented by COVID-19 and floods. This allowed parents to return their focus to their employment knowing that their children were able to safely attend school.

## **Public Service Medal (PSM) in the General Division**

### ***NSW Ministry of Health***

**Ms Lorna McNamara, NSW**

For outstanding public service to members of the NSW community who experience disadvantage, inequality and injustice.

Ms Lorna McNamara has provided 50 years of dedication to service excellence, innovation and improving service responses for members of the community who experience disadvantage, inequality, and injustice, especially violence, abuse and neglect.

As a psychiatric and disability nurse, Ms McNamara introduced new behaviour modification training and practice approaches for responding to trauma. She brought mental health knowledge to the sexual assault field, initiated the first training of mental health workers about sexual assault, led the “Every Boundary Broken” research report, and was instrumental in NSW Health’s first Mental Health Sexual Safety Guidelines.

Ms McNamara’s impact creating systemic change has made a difference to Aboriginal people by making the health system more culturally safe and equitable. The qualification pathway created a workforce development strategy to help address educational disadvantage which has significantly increased the number of Aboriginal workers in NSW Health and supported them to deliver therapeutic supports deeply embedded in First Nations practices.

In her various roles, Ms McNamara has worked tirelessly to improve outcomes for victim survivors, including having a strong focus on improving responses to Aboriginal children, young people, women, families and communities.

## **Public Service Medal (PSM) in the General Division**

### ***Department of Justice and Attorney-General (Queensland)***

**Mr David Llewellyn Meredith**, Brisbane City QLD 4000

#### For outstanding public service to public prosecutions in Queensland.

Mr David Meredith commenced his long and distinguished career with the Office of the Solicitor General in 1978 (the precursor to the Office of the Director of Public Prosecutions [Qld]).

In 1985, he joined the newly formed Office of the Director of Public Prosecutions (Qld). In 1991, he was appointed as the consultant Crown prosecutor and was responsible for leading offices in Northern Queensland. Under his leadership, he introduced legal officer positions to enhance the efficient preparation of matters for prosecution in the superior courts.

In 1994, Mr Meredith returned to Brisbane and relieved in the roles of the director of public prosecutions and deputy director of public prosecutions on several occasions. In 2013 he was appointed as senior consultant Crown prosecutor, in recognition of his extensive experience and professional contribution.

Mr Meredith has prosecuted 79 murder trials (among the most appearances in Queensland) as an advocate, prosecuting some of the most famous and notorious murder trials in Queensland's history. He secured convictions for murder in the Childers Palace Backpackers Hostel fire trial which killed a number of people.

Mr Meredith prosecuted the first trial in Queensland, involving the use of DNA evidence. He provided authoritative advice to the Attorneys-General on matters of legal importance to the administration of Criminal Law in Queensland.

Mr Meredith is held in high regard by judicial officers, members of the profession and other stakeholders and has contributed to the broader legal profession and mentored many generations of Crown prosecutors. He possesses the qualities, abilities, and character that other Crown prosecutors aspire to, with years of dedicated service to the protection of the community.



## **Public Service Medal (PSM) in the General Division**

### ***Department of Natural Resources and Environment (Tasmania)***

**Ms Sophie Jane Muller**, West Hobart TAS 7000

For outstanding public service and leadership in Tasmania's COVID-19 pandemic response through the instrumental development of essential policies and documents.

Ms Sophie Muller has made significant contributions to policy development and implementation across multiple areas of the Tasmanian State Service. Ms Muller has held numerous roles and is currently a deputy secretary in the Department of Natural Resources and Environment Tasmania. Throughout the COVID-19 pandemic Ms Muller was the state policy advisor where she advised key decision makers.

Ms Muller's management of the policy implementation and development of Tasmania's response were essential in reducing the impact of COVID-19. Ms Muller provided robust advice and informed decision making whilst remaining focused on keeping Tasmania and its communities safe. Ms Muller demonstrated high level leadership skills in quickly establishing a policy unit by using her existing networks, which is a credit to her and her work ethic. Ms Muller delivered exceptional work under immense pressure and maintained a collaborative and inclusive workspace in unprecedented times.

In the initial stages of the COVID-19 pandemic Ms Muller managed a team that navigated complex requirements and community needs to develop clear and concise public policies in a formerly unknown environment. Ms Muller managed to balance the need of community restrictions in collaboration with public rights and practicalities and ensured the State was able to function within the requirements. Ms Muller demonstrated continued resilience and flexibility in her response to the public health advice and quickly adapted the policies to remain cohesive.

Ms Muller maintained her role from the beginning of the pandemic until the need for continuous public health advice and policies was no longer required. Ms Muller's involvement cannot be underestimated, the Tasmanian community benefitted greatly from her leadership and proactive management. She fostered an enthusiastic and resilient team which had the ability to adapt to continuous change and prepare complex policies. All Tasmanians have been positively impacted by Ms Muller.

## **Public Service Medal (PSM) in the General Division**

### ***Bairnsdale Secondary College***

**Ms Trudie Maree Nagle**, Paynesville VIC 3880

#### For outstanding public service to public education.

Ms Trudie Nagle's outstanding service to public education in East Gippsland, both as a school principal and Principal Network chair, has encouraged a culture of excellence, ensuring that every child receives a first-class education.

Ms Nagle's inclusive, collaborative and empowering approach to her role has garnered admiration and support from all those she works with. Ms Nagle's selflessness and unwavering commitment to the students, families, staff and the wider community of the Bairnsdale Area are boundless. Despite her significant contributions, Ms Nagle remains remarkably humble and credits the quality of education in East Gippsland to the collective efforts of all involved.

Ms Nagle is held in the highest regard by students, staff and colleagues alike. Her dedication and leadership have earned her immense respect and admiration within her school, the Department of Education, area staff and among her fellow principals.

Ms Nagle embodies the values of the Victorian Public Sector, serving as an inspiration to the Bairnsdale Tambo principals and teachers to continually strive for improvement. The positive impact of her work resonates throughout the educational landscape, benefiting countless students and families who reap the rewards of her unwavering commitment to excellence.

## **Public Service Medal (PSM) in the General Division**

### ***Department of Justice (Tasmania)***

**Ms Elizabeth Ann Owen**, Howrah TAS 7018

For outstanding public service to the LGBTIQA+ community through the facilitation and integration of legislative reforms.

Ms Elizabeth Owen has had continued public service for over 20 years in the Tasmanian State Service, especially in the Births Deaths and Marriages (BDM) registry. As the registrar of the BDM, Ms Owen played a pivotal role in the integration and reform of birth certificates. Ms Owen worked closely with organisations and key stakeholders and led the legislative reform that now permits those in the LGBTIQA+ community to amend their gender on their birth certificates. This work was described as “world-leading” by LGBTIQA+ community leaders and organisations.

Ms Owen regularly meets with her interstate peers to consider and address relevant matters that impact Tasmania. These matters include long-term reforms which are intended to ensure consistency of the Australian BDM registries as well as consider responses to cybersecurity threats.

Ms Owen’s long history in participating in and leading digital transformation initiatives has ensured that Tasmanians’ access to Registry information is continuously being improved to take advantages of developments in information technology. Her demonstrated skill, experience and knowledge is highly regarded within the Tasmanian public service, and she is regularly asked to participate in whole-of-government initiatives to improve the online delivery of government information and services.

## **Public Service Medal (PSM) in the General Division**

***Chief Minister, Treasury and Economic Development Directorate***

**Ms Jenny Anne Priest, Pearce ACT 2607**

For outstanding public service in leading the delivery of Business Support Grants to businesses in the ACT impacted by COVID-19.

As executive branch manager for the delivery of the Business Support Grants, Ms Jenny Priest was tasked with developing processes, building a team, and managing the delivery of the grant program. Through her actions local businesses received much needed and timely assistance during the pandemic.

The program design and implementation ensured funding went to businesses in need, processes were fair and transparent, and timeframes were managed effectively, limiting impact on individuals, businesses and across government. Ms Priest ensured the health and wellbeing of her staff remained paramount, while managing competing demands of more than 11,000 businesses requesting assistance.

Ms Priest also led a multi-year project to establish a new University of New South Wales (UNSW) campus in Canberra. She coordinated across ACT Government, oversaw planning and governance arrangements, led negotiations with UNSW and undertook the necessary activities to provide high quality advice to government.

Ms Priest displayed the highest levels of leadership, integrity and commitment for her work during COVID-19 and ensured the needs of local businesses and the ACT Government were met. Ms Priest played a direct contributing role to the ACT Government's COVID-19 response and success.

## **Public Service Medal (PSM) in the General Division**

### ***Federal Circuit and Family Court of Australia***

**Mr David Pringle, VIC**

For outstanding public service to the Federal Circuit and Family Court of Australia through innovative leadership and vision.

Mr David Pringle has been instrumental in leading historic changes to deliver a reform agenda in the Federal Circuit and Family Court of Australia Courts (FCFCOA), which involved the rejuvenation of the Federal Circuit and Family Court of Australia (Division 1) and the Federal Circuit and Family Court of Australia (Division 2) (the Courts), ensuring they can undertake essential and challenging work to provide access to justice for Australian families.

As an administrator, Mr Pringle has ensured that the Courts are maintaining excellence in their operations and delivering justice to Australians in an efficient and effective manner.

During the COVID-19 pandemic, Mr Pringle's crucial role facilitating the Courts' rapid digital transformation ensured that the Courts were able to maintain operations and provide access to justice to the thousands of vulnerable litigants and children who rely upon the Courts.

These reforms have seen a substantial reduction to the Courts' pending caseload and have led to significant improvements in the way the Courts are able to deliver their vital service to the community. The Courts' success in dispute resolution was recognised at the Australian Alternative Dispute Resolution (ADR) Awards where the Courts won the category of Courts & Tribunals ADR Group of the Year. This is a direct result of Mr Pringle's work and dedication in the dispute resolution space.

Mr Pringle has provided outstanding leadership throughout his career in the federal courts, applying an incredible vision, exceptional drive and work ethic and delivering outstanding results for Australian families and Court users more broadly.

## **Public Service Medal (PSM) in the General Division**

***Department of Health Tasmania***

**Ms Laura Pyszkowski, TAS**

For outstanding public service through exceptional leadership and innovation to acute care and the community during the COVID-19 pandemic.

Ms Laura Pyszkowski demonstrated an exceptional level of leadership throughout the COVID-19 pandemic by playing a leading role in the establishment of the COVID@home Program.

The COVID-19 pandemic required innovative solutions to ensure that patients were adequately cared for in the most appropriate environment. Tasmanian hospitals risked being inundated with COVID-19 patients, overwhelming an already stretched acute care system.

COVID@home was established to support Tasmanians who had contracted COVID-19, who wished to participate in the program, and were able to do so irrespective of their location in Tasmania. The COVID@home program ensured that Tasmanians had access to potentially lifesaving care and support services in the safety of their own homes. For a program to be so successful requires strong leadership and Ms Pyszkowski was exceptional in the face of this crisis.

The fact the program has run successfully for two years and has now been expanded to include other respiratory illnesses, is testament to how much the program has been welcomed by the community.

Ms Pyszkowski is a highly experienced nurse and nurse manager, who provided invaluable service to Tasmanians, and is now leading the conversion of the lessons of COVID-19 into aspects of the business as usual for the Tasmanian Health Service.

## **Public Service Medal (PSM) in the General Division**

### ***Victoria Police***

**Ms Catherine Anne Quinn, VIC**

For outstanding public service to forensic science and reform in the scientific field in support of community safety.

Ms Catherine Quinn's career spanning several decades within the Victoria Police Forensic Services Department (VPFSD) has been marked by extraordinary dedication and contributions that have had a profound impact on both national and international forensic science communities.

Ms Quinn's tenure at the VPFSD since the mid-1980s has been instrumental in driving reform and promoting scientific excellence within the Victoria Police and beyond. Her influence extended nationally and internationally, contributing to the improvement of forensic practices and standards.

Throughout her career, Ms Quinn's commitment to improving safety training for clandestine laboratory investigating chemists across the country, showcased her dedication to the wellbeing of forensic professionals. Under her guidance, advancements were made to ensure their safety and competence. In her current position, Ms Quinn plays a pivotal role in influencing ongoing improvements in the provision of forensic services across a diverse range of disciplines. Her leadership ensures that forensic services continually evolve to meet the changing needs of the community.

Ms Quinn's impact extended far beyond Victoria. She played a crucial role in establishing networks between the Drug Sciences Group and equivalent facilities across Australia, recognising the importance of collaboration in combating drug crime that transcends borders. Her international connections allowed for intelligence sharing and collaboration with organisations such as the United States Drug Enforcement Administration (US DEA) and the United Nations Office on Drugs and Crime (UNODC).

Leading the Drug Sciences Group and a team of highly qualified scientists for 15 years, Ms Quinn navigated high-pressure environments with grace and resilience, consistently delivering an excellent product to law enforcement agencies. Her leadership and advocacy efforts have brought her international recognition and esteem within the forensic science community.

Ms Quinn's innovative thinking was evident in her establishment of a world-first 'shop front' approach to drug analysis, addressing case work backlogs and providing rapid information to investigators. Her involvement in national forensic drug specialist advisory groups contributed to standardising forensic drug analysis practices nationwide.

## **Public Service Medal (PSM) in the General Division**

### ***ACT Health Directorate***

**Ms Charmaine Smith, ACT**

#### For outstanding public service to the ACT Government's COVID-19 vaccination program.

As the executive branch manager for the ACT COVID-19 vaccination program, Ms Charmaine Smith provided exemplary service through her leadership of a diverse and dynamic program. Under her leadership, the Vaccination Program achieved world-leading results.

Ms Smith's contribution to the program focused on leadership in the areas of data, reporting, and policy. She led the translation of Commonwealth policy and guidance from the Australian Technical Advisory Group on Immunisation (ATAGI) into the ACT context. Ms Smith represented the ACT on the Commonwealth's Operation COVID-Shield and to the COVID-19 Vaccine Program Managers Group.

Ms Smith led timely and effective communication and engagement with the community and stakeholders. Throughout, she was a positive, productive and compassionate leader of her teams. She modelled respect, integrity and empathy, guiding her teams through stressful circumstances with compassion and commitment. Ms Smith led the development and implementation of public health directions related to vaccines, including those requiring that certain workers be vaccinated against COVID-19. These mandates were imposed to help prevent COVID-19 transmission to vulnerable persons in the ACT by requiring that certain healthcare, education, early childhood education and care, disability and aged care workers be vaccinated.

As of 30 June 2022, the ACT was one of the most highly vaccinated jurisdictions in the world with more than 97 per cent of eligible people aged 5 years and over receiving two doses of a COVID-19 vaccine. This result was due to a large team of dedicated staff and volunteers across Government and community. Ms Smith provided exceptional service through her leadership to this team. Her leadership engendered a culture of excellence, while remaining compassionate and person-centred.



## **Public Service Medal (PSM) in the General Division**

### ***Planning and Land Use Services (South Australia)***

**Mrs Sally Janet Smith, SA**

For outstanding public service in urban and regional planning across South Australia.

Mrs Sally Smith has worked in the public service for over 25 years and is the executive director for Planning and Land User Services, Department of Trade and Investment.

Mrs Smith developed and delivered the implementation of the *Planning, Development and Infrastructure Act 2016*. This was a \$40 million program which revolutionised planning reform and is now recognised as leading the Nation. The review process commenced in 2013 with the final stage of the code going live in March 2021. The code is now the single reference point for the state's planning and development policies, providing clear and valuable guidelines for stakeholders and industry.

The improvements have created a transparent, efficient and agile planning system for the benefit of all South Australians. It delivers better outcomes for South Australia's economy, environment and community. The new planning system includes online lodgement and public notification, with the ability to track development applications in real time. The system is fundamental for South Australia and is ensuring the state remains liveable, prosperous and vibrant, while also retaining its heritage and green spaces.

Mrs Smith's commitment to collaboration with local government, the development sector and the wider community is extremely well regarded.

## **Public Service Medal (PSM) in the General Division**

### ***Family Safety Victoria (Department of Families, Fairness and Housing)***

**Ms Kelly Marie Stanton**, Caulfield South VIC 3162

For outstanding public service in the area of family violence and pioneering world-leading reforms to improve the lives of victim survivors.

Ms Kelly Stanton has displayed a tireless commitment to implementing the recommendations of the Royal Commission into Family Violence and pioneering world-leading reforms to improve the lives of victim survivors of family violence.

Most notably, she was directly responsible for overseeing the delivery of The Orange Door network, with 18 Orange Doors and multiple access points now operational across Victoria. Ms Stanton oversaw the delivery of every element of this reform in partnership across government, the community sector, Aboriginal Community Controlled Organisations and with victim survivors.

Her experience as a social worker, senior public servant and senior executive in the community sector ensured that she was able to develop strong and productive partnerships with all stakeholders.

Ms Stanton has played a pivotal role in the co-design of a ground-breaking new approach that now serves as the entry point for families impacted by family violence or needing support for their children.

## **Public Service Medal (PSM) in the General Division**

### ***Department of Prime Minister and Cabinet***

**Ms Chantelle Stratford, ACT**

For outstanding public service in leadership and innovation in gender equality and women's policy within the Australian Government.

Ms Chantelle Stratford has been a driving force behind a range of significant national policy and reforms in gender equality and women's safety. This includes work under the National Plan to Reduce Violence against Women and their Children, the Women and Women's Safety Ministerial Council, COVID-19 family violence responses and the 1800RESPECT national domestic violence service. She has led complex and sensitive policy reforms, contributing significantly to putting women at the centre of the economic and social policy agenda.

The past year alone, Ms Stratford has led work to introduce new laws that will see employers publish gender pay gaps – a world class reform to drive transparency and action towards closing the gender pay gap. She has been at the forefront of major economic reforms for women through the Budget and introduced Australia's first gender budgeting system – embedding gender impact analysis across all new policy proposals, in addition to finalising the process of Australia's first ever National Gender Equality Strategy, that will guide whole of community action to help make Australia one of the best countries in the world for equality.

Ms Stratford was elected as the global chair of the Asia-Pacific Economic Cooperation (APEC) Policy Partnership on Women and the Economy for 2023 and 2024 and has confidently advocated for women's rights at the United Nations Commission on the Status of Women, OECD Gender Budgeting Network and other global fora over many years.

Ms Stratford has also contributed to non-government organisations, through board and committee appointments, and her work leading large scale reforms to modernise Victorian community services as part of their response to the Royal Commission into Family Violence.

Ms Stratford is an inspiration to all who work alongside her. She is a visionary leader and a tireless advocate for women's rights who has gone above and beyond in her work to achieve gender equality and support women's empowerment.

## **Public Service Medal (PSM) in the General Division**

### ***Government House New South Wales***

**Mr Christopher John Sullivan**, Naremburn NSW 2065

For outstanding public service through leadership in establishing and delivering critical protocols.

Mr Christopher Sullivan worked with the Australia Day Council prior to joining the Protocol area in the Department of Premier and Cabinet in 2003. He was appointed the director of Protocol in 2010, and in 2013 he was instrumental in establishing a structure, systems and procedures for the return of the Governor of NSW to Government House, Sydney. In his role in the Department, and then in his current role as deputy official secretary to the Governor of NSW, Mr Sullivan has been responsible for the initiative and development of critical projects including the standardising of NSW Guest of Government procedures and procedures for the Appointment, Renewal and Retirement of the Governor of NSW.

In these projects Mr Sullivan ensured plans were promulgated and appropriately supported. Through his leadership, he ensured NSW was prepared for each respective occasion and also worked collaboratively in sharing developments with the Commonwealth and other State and Territory governments. Through Mr Sullivan's planning and stakeholder engagement in developing detailed procedures, NSW was placed in an outstanding position to undertake necessary actions; often at short notice.

The culmination of Mr Sullivan's achievement was demonstrated most recently upon the death of The Sovereign. The professional and respectful responses by key stakeholders in NSW upon the passing of Her Majesty Queen Elizabeth II is testament to the detailed and collaborative work he undertook. From the initial announcement and lines of communication, to observances of flag protocols, wreath laying, and condolence books, NSW maintained the highest of standards. This continued with the seamless execution of constitutional responsibilities of the Executive Council and subsequent Proclamation Ceremony.

## **Public Service Medal (PSM) in the General Division**

### ***NSW Ministry of Health***

**Ms Emma Tan**, North Narrabeen NSW 2101

For outstanding public service to healthcare, in particular, the delivery of COVID-19 related services.

Ms Emma Tan has worked for NSW Health since 2015 as an occupational therapist at Northern Sydney Local Health District (NSLHD).

At the onset of the COVID-19 pandemic, the NSLHD worked to assist rural and remote health services who were experiencing critical staffing shortages and sought volunteers from their workforce who were willing to redeploy for extended periods of time.

Ms Tan showed tremendous leadership and provided an exceptional contribution to this important service, supporting the Allied Health Service during the various strains, outbreaks and surges of COVID-19. During a period of great uncertainty and daunting challenges for all areas in Health, she went far above and beyond to provide outstanding commitment to the community.

Ms Tan deployed twice, working alongside the Australian Medical Assistance Team (AUSMAT) at the Howard Springs Quarantine Facility in the Northern Territory. Ms Tan helped manage the quarantine of repatriated Australians - managing mobility and vulnerabilities of quarantined residents from plane arrival and reception, screening, transport and onsite quarantine operations.

In 2021, Ms Tan deployed within Sydney as site team leader for supporting Bridge Housing, as part of the Manly Waves/Hidden Gem outbreak, with the Counter Disaster Team. This project involved the isolation of homeless clients and clients with a mental health or drug and alcohol background in an accommodation facility in the community.

During these deployments, Ms Tan confronted numerous challenges, including long hours, emotional fatigue, and personal sacrifices, yet remained committed to providing care and support to the community. Furthermore, the nominee consistently displayed exceptional leadership, teamwork and collaboration skills.

Ms Tan's contribution supporting local teams ensured that vital community services were able to function during a time in which a level of anxiety existed for the public along with a huge reliance on Health services.

## **Public Service Medal (PSM) in the General Division**

### ***Australian Bureau of Statistics***

**Ms Gemma Van Halderen**, Turner ACT 2612

For outstanding public service in delivering significant statistical developments for better use of data for public policy purposes, both in Australia and internationally.

Ms Gemma Van Halderen led the Commonwealth Government's response to the Productivity Commission's Inquiry into Data Availability and Use. This work aimed to improve the sharing of public data in a way that was secure and respected privacy. Ms Van Halderen's work culminated in the Data Availability and Transparency Act (DATA) 2022, and the setting up of the Office of the National Data Commissioner, whose role is to oversee a new regime of enhanced public-sector data sharing.

Ms Van Halderen was also extensively involved in establishing Australian Bureau of Statistics environmental statistics and accounts, including the development of the System of Environmental-Economic Accounts (SEEA) which integrate environmental accounts with longstanding economic accounts.

In particular, Ms Van Halderen's leadership and contribution in the fields of place-based and environmental statistics, and data integration and access, have provided new rich information sources and powerful tools for examining complex public policy issues critical to Australia's future wellbeing.

Ms Van Halderen's leadership and expertise is also acknowledged internationally, where she has influenced the development of international standards and practices in the fields of geospatial and statistical integration and environmental accounting. Ms Van Halderen is known for her commitment to nurturing and developing early career statisticians and data professionals and developing future leaders while repeatedly demonstrating outstanding public service.

## **Public Service Medal (PSM) in the General Division**

### ***Public Service Commission (New South Wales)***

**Ms Elizabeth Karen Vandy, NSW**

For outstanding public service to NSW, particularly through data analytics and workforce reporting.

Ms Elizabeth Vandy is the principal analyst of the analytics and insights branch within the Public Service Commission, collecting quantitative and qualitative data on the whole of the NSW Public Sector workforce and undertaking analysis of this data to report trends and insights.

Ms Vandy consistently exceeds expectations by ensuring that timely, curated, and transformative sector workforce and productivity data is available for decision-makers to lead and shape the Sector workforce and to support delivery of the most effective and efficient services for NSW citizens and communities. Ms Vandy consistently ensures that the voice of the Sector is heard and shapes decisions about the data that is valued and prioritised as a sector. The impact of her expertise and persistence is significant as the NSW Government is one of the largest employers in Australia.

Ms Vandy regularly works with NSW Sector senior executives to guide them through compelling and accurate data and evidence that tells a story when they need it the most and as they make key decisions about their workforce and impacts of services for NSW citizens and the community. Her consistent and high-quality support ensures the Sector and leaders have evidence-based resourcing and decisions focused on the improvement and progression of NSW citizens and communities.

Ms Vandy is a deeply respected member of the Sector for her consistently high-quality service, expertise and dedication. She exemplifies commitment to service, open communication, and providing frank, fearless and evidence-based advice within the Public Service Commission and the NSW Public Sector.

## **Public Service Medal (PSM) in the General Division**

***Department of Foreign Affairs and Trade***  
**Ms Sally-Anne Vincent**

For outstanding public service in contributing to the safety of Australians, security of missions and protection of bilateral relationships through difficult environments and overseas crises.

Ms Sally-Anne Vincent has managed a series of complex political and humanitarian crises during her role as deputy high commissioner to Solomon Islands.

In the first month of her posting, she was lead coordinator of Australia's response to a significant man-made oil spill close to the United Nations Educational, Scientific and Cultural Organization (UNESCO) World Heritage Site at Rennell Island. Ms Vincent travelled to this remote area, while facing environmental ruin and serious health risks and coordinated the incoming Crises Response Team and other whole-of-government support from Australia.

Ms Vincent was the Government's main focal point as acting high commissioner during civil unrest in Honiara in November 2021, where she managed fast moving and complex issues relating to Australia's support to restore calm, while ensuring the safety of all Australians in Solomon Islands. Due to Ms Vincent's efforts, Australia was able to deploy personnel and logistical assistance within 24 hours, which is exemplary of her hard-earned work on building Australia's relationship with the Solomon Islands Government.

Her commitment in times of crisis has continued during her time in Solomon Islands where she has acted as high commissioner for extended periods of time, and at times of adversity and crisis, including periods of civil unrest, a major earthquake and an extended period of severe COVID-19 restrictions. Ms Vincent's career has been marked by dedication to protecting Australia's vital interests in tough foreign environments and distinguished by multiple instances of courageous and remarkable service in tumultuous circumstances.



## **Public Service Medal (PSM) in the General Division**

***Chief Minister, Treasury and Economic Development Directorate***

**Ms Susan Ruth Vroombout, Curtin ACT 2605**

For outstanding public service as the Deputy Under Treasurer in the ACT Treasury during COVID-19.

Ms Susan Vroombout has demonstrated exemplary public service throughout her career, both in the Commonwealth and ACT Public Service. Her leadership in negotiating with the Commonwealth Government to provide support that was complementary to ACT Government efforts and of the greatest impact to Canberrans during the COVID-19 pandemic exemplifies her commitment to excellence in public service and her ability to deliver results in the interests of the public.

During the COVID-19 pandemic, Ms Vroombout developed and implemented solutions to economic and financial problems that the ACT Government does not normally face. She played a key role in developing programs to assist households and businesses to stay afloat. This required that she lead novel, collaborative approaches to policy development, developing solutions in timeframes that normally wouldn't be considered, and working lengthy hours to ensure these programs were implemented.

Without Ms Vroombout's efforts the funds would not have been as well directed and would have been less effective in helping businesses and households in the ACT weather the impacts of COVID-19. To this end, the delivery of the COVID-19 Business Support Grants and the Small Business Hardship Scheme, in addition to various revenue measures to support the ACT economy could not have been achieved with the timeliness, efficacy and effect during the pandemic without her leadership.

Ms Vroombout demonstrated exemplary standards of leadership during this period. While her commitment to strong leadership has been a feature of her career, it was her execution of this standard during COVID-19 that helped ensure her unique contribution. The direct impact of this was the delivery of financial support measures to households and businesses in the ACT, without which, many Canberrans would have suffered further hardship.

## **Public Service Medal (PSM) in the General Division**

### ***Department of Transport and Main Roads***

**Mr Dennis John Walsh, Nundah QLD 4012**

#### For outstanding public service to transport and road safety in Queensland.

Mr Dennis Walsh is chief engineer for the Department of Transport and Main Roads, with over 30 years' public service experience in civil engineering, transport planning, traffic operations, intelligent transport systems and road safety. He has worked across many areas including strategic planning, traffic and transport planning, road safety policy and engineering, road design and road operations. He has also made significant contributions to and led a range of national industry groups.

Throughout his career he has been involved in the delivery of a multitude of strategic projects and has led significant innovation across Queensland including developing the road safety strategy and action plan, introducing the Queensland Speed Camera Program and applying the area wide 50km/h local speed limit in Queensland that led to a national roll out, which was overseen in partnership with multiple Departments. He was also involved in the Emergency Vehicle Priority initiative that realises travel time savings for emergency vehicles by providing automatic intervention into traffic signals, improving survival outcomes for patients.

Mr Walsh is committed to leading and bringing together the skills and knowledge of his team and partners to embrace new technologies, engage with customers and drive innovative ideas into action for the benefit of the community. He also holds several voluntary roles which aid in the delivery of mobility solutions for Australians, including, Intelligent Transport Systems Australia (ITSA), Austroads, Australasian New Car Assessment Program and Transmax Pty Ltd.

Mr Walsh currently oversees a range of technologies including Geospatial Technologies, Road Design and Hydraulics; Pavement, Materials and Geotechnical Engineering; Structures; and Safer Roads Infrastructure. His commitment to engineering excellence is recognised widely throughout the public service and industry and he is a highly respected leader who continually works to improve delivery of services and innovations for the community.

## **Public Service Medal (PSM) in the General Division**

### ***New South Wales Police Force***

**Mr Nicholas Andrew Weller**, Figtree NSW 2525

For outstanding public service to the NSW Police Force, in particular, the delivery of COVID-19 work, health and safety policies.

Mr Nicholas Weller, a former NSW police officer, transitioned to the NSW Police Workforce Safety Command in early 2020. Shortly after his transition from operational policing to health and safety, COVID-19 emerged as a global pandemic. Despite being the most junior member of the Safety Operation Team, he led in the development and execution of organisational level policies, procedures, resources, and protocols aimed at protecting NSW Police Force workers from the transmission of COVID-19.

Mr Weller applied his policing experience and qualifications in health and safety, to benefit the NSW Police Force by interpreting the law, legislation, the Health Minister's directives or State and Federal government health requirements into easy-to-understand COVID-19 policies, procedures, and resources for use by workers.

He worked with specialist areas within the NSW Police Force to develop COVID-Safe procedures for workers required to conduct high risk activities including Random Breath Testing (RBT) and domestic or international travel for investigation, prisoner extradition and other work-related purposes throughout the pandemic.

In early 2021, Mr Weller was selected to assist the NSW Police Force Governance Team with the development of and creation of protocols for auditing and compliance functions at all NSW quarantine hotels. In this role, Mr Weller strengthened the organisation's involvement within the quarantine program by developing a formal Operations Manual, which documented how the NSW Police Force managed quarantine hotels consistent with NSW Health, State, and the Federal Government.

Other projects Mr Weller assisted with include the organisational rollout of Service NSW QR Codes at most policing facilities, distribution of COVID-19 work, health and safety information packs, and deployment checkpoint information relating to NSW and Victorian border closure.

The service and delivery improvements Mr Weller made while in the Governance Team resulted in the completion of over 4700 audits on NSW Police Force managed quarantine hotels and over 2900 compliance checks on registered quarantine program transport drivers. These contributions not only assisted with protecting NSW Police Force workers but also the people of New South Wales.

## **Public Service Medal (PSM) in the General Division**

### ***ACT Community Services Directorate***

**Ms Joanne Margaret Wood**, Kaleen ACT 2617

For outstanding public service in supporting vulnerable Canberrans throughout the ACT's COVID-19 response.

As deputy director-general, Community Services Directorate (CSD), Ms Joanne Wood was responsible for leading CSD's response to COVID-19. She led the-groundwork to establish quarantine arrangements that catered to women and children fleeing domestic violence, homeless people, those with drug and alcohol issues and people from a variety of cultural backgrounds. She worked tirelessly across sectors to ensure services could cater to the needs of all, particularly those at greatest risk.

Ms Wood was able to work across multiple directorates, programs, and with health and community sector partners to provide innovative service responses to the most vulnerable cohorts during COVID-19. This included working with multicultural community leaders to ensure key cultural groups were accessing vaccines and enabled to comply with lockdown requirements. She negotiated the provision of basic supplies and services for some cohorts, who would otherwise have been left isolated and at-risk during lockdowns.

She worked to establish the ACT Government's Ragusa Quarantine Facility. This work included engaging community sector partners to provide on the ground services and supports, such as access to drug and alcohol services, that were required for people to be able to comply with quarantine requirements. She was also instrumental in ensuring the service response attended to people's needs beyond the health requirements.

Ms Wood has exemplified community service in her various roles within the Community Services Directorate. She is very attuned to the work needed with the community sector. She has a clear focus on doing what is right to support the most vulnerable in our community, and to make the social fabric of the ACT better, through targeted supports and services for those that need it.

## **Public Service Medal (PSM) in the General Division**

### ***Vic Public Service***

**Mr Kassem Younes, VIC**

For outstanding public service, particularly in the areas of foreign investment and trade.

Mr Kassem Younes has served the economic interests of Victoria in the Middle East for nearly 20 years and is highly regarded for his work supporting two-way trade and foreign investment.

In 2020, he delivered Victoria's Platinum partnership of the Australian Pavilion at Expo Dubai 2020, showcasing a variety of Victorian capabilities and premium sporting events. Despite the global challenges of the COVID-19 pandemic, his leadership saw the Victorian Government Trade and Investment Office in Dubai deliver 50 million dollars of additional export sales, the most successful period in its history. He also hosted the Governor of Victoria in early 2022 for a trade and investment trip to help bolster economic ties in the region.

Mr Younes has made a significant contribution to Victoria's economic prosperity and has built enduring relationships that will support the State in years to come.

## **Australian Police Medal (APM) in the General Division**

### ***Queensland Police Service***

#### **Inspector Lynne Angela Asher**

Inspector Lynne Asher has demonstrated outstanding dedication, professionalism, and leadership during her career of more than 27 years within the Queensland Police Service (QPS). She is recognised for her significant contribution to operational and corporate environments as well as her ability to command high-level frontline response at major events and disasters across Queensland communities. Inspector Asher is currently the State Custody Manager and works in collaboration with regions and districts to ensure the custody capability is oriented to support operational frontline policing. Inspector Asher uses her extensive experience in managing the largest watchhouse in Queensland for the past 2.5 years to strategically overview legislation, policy and process relating to the management of persons in custody at watchhouses and holding cells throughout the State and uses evidence-based initiatives to improve operational effectiveness. Inspector Asher has built a capable, diverse, and inclusive workforce, managing to successfully embed a major transformational culture shift, to the benefit of frontline police officers.

Her former leadership appointments also include South Gateway patrol inspector and Brisbane City patrol inspector where her professionalism and achievements through partnerships and teamwork, accomplished outstanding results. During the 2011 Lockyer Valley flood event, Inspector Asher was in the initial group of volunteers deployed to Grantham. During her extended deployment, she faced physical, biological and environmental hazards, typified by noxious mud to sixty centimetres in depth, human remains, animals, asbestos, snakes and adverse weather conditions. Her primary task was to search for people, many of whom were located deceased.

She displayed operational excellence as COVID-19 airport commander of the Brisbane Domestic and International airports during the height of the pandemic. She led multi-agency teams, built integral relationships with partner agencies in a high risk, dynamic and rapidly changing environment, to ensure compliance and enforce the Queensland Chief Health Officers Border restrictions, stopping the spread of the virus in the community.

Inspector Asher is recognised for her commitment to policing, her pursuit of excellence and her passion to empower others. She coaches and mentors officers to enhance and develop their skills and capabilities, challenging them outside their comfort zones to strengthen their personal leadership to lead police officers through difficult situations and serve the community.

## **Australian Police Medal (APM) in the General Division**

### ***Queensland Police Service***

#### **Chief Superintendent John Mario Bosnjak**

Chief Superintendent John Bosnjak joined the Queensland Police Service in 1987 as a probationary police officer and remains a sworn police officer. Throughout his distinguished career he has made a significant contribution to the organisation. More specifically, his efforts have been an integral part in ensuring the Queensland Government and Queensland Disaster Management Arrangements have made continual improvements to prevent, prepare for, respond to, and recover from disaster related events and keep the community safe.

Since 2015, his work has been critical to disaster related response activities, by performing numerous duties as part of major event and emergency responses across the state. In 2017, he was commanding the State Disaster Coordination Centre (SDCC) when tropical cyclone Debbie and her after-effects impacted large areas of Queensland.

From February 2020 to April 2022, Chief Superintendent Bosnjak provided essential leadership and guidance for the Queensland Government's COVID-19 disaster response and support to the whole of government effort to contain and prevent the spread in Queensland. He was instrumental to the SDCC's whole of government COVID-19 support, delivering and managing hotel quarantine facilities, state and national border security assistance from Australian Defence Force, and compliance functions to ensure community safety in accordance with the Chief Health Officer's public health directions.

Chief Superintendent Bosnjak's initiatives and efforts have been instrumental in shaping disaster management legislation, policy, and procedure across all levels of the disaster management arrangements in Queensland.

## **Australian Police Medal (APM) in the General Division**

### ***New South Wales Police Force***

#### **Superintendent Gina Kathrin Bostick**

Superintendent Gina Bostick joined the New South Wales Police Force (NSWPF) in 1992 and was stationed at City of Sydney, Mascot, Rose Bay and Randwick in general duties and maintains her operational capacity to this day. In 1997 she transferred to the Covert Evidence Officer program in the Special Services Group. This was the first cohort to become skilled operatives and in some cases, experts on the covert evidence capabilities of the NSWPF.

In 2002 she moved to the State Technical Investigation Branch (STIB), creating the Intelligence Cell. In 2004 she was promoted to sergeant of the STIB Intelligence Cell. In 2005 she transferred to the Asia-Pacific Economic Cooperation (APEC) 2007 Police Security Command in the planning of Operation CONTEGO, the NSWPF's response to the security and logistics needs of the 2007 meeting. She displayed leadership, commitment, professionalism and devotion to duty and was highly commended for her service.

In 2008 she transferred to the Counter Terrorism and Special Tactics Command (CTST) as a sergeant where she established the Business Contact Unit. In 2009 she was promoted to inspector, Knowledge Management Controller of STIB and sought engagement with other government departments, corporations and private businesses that STIB relied on for operational support.

In 2019 Superintendent Bostick was transferred to the Digital Forensics Unit (DFU) and led the Digital Evidence First Responder (2.0) project. This expertise using a third-party tool was developed in-house, including a bespoke training package for frontline police to enable forensic examination of phones and computers. In 2021 she was promoted to superintendent commander High Tech Crime Branch.

In recognition of her achievements ensuring equality, fairness and changing the culture of a work environment to one that promoted trust, recognition and support for female police, was awarded the Dynamic Leader Award and the overall Gold Award at the Commissioner's Perpetual Award for the Advancement of Women in Policing.



## **Australian Police Medal (APM) in the General Division**

### ***Queensland Police Service***

#### **Sergeant Patricia Ann Brennan**

Sergeant Patricia Brennan is an expert in the field of crash investigation and analysis. She is the most experienced crash investigator in Queensland, and continually demonstrates her commitment to mentoring, training, and investigating whilst also coordinating multiple fatal and serious incidents.

She regularly travels to regional forensic crash units to provide relief duties, coordinate major crash investigations, and provide mentor training to support regional and rural crash investigator service delivery. She is highly regarded within the Australian policing community and annually trains more than 40 Queensland and interstate police crash investigators in the Basic Crash Investigation Course.

As a sworn police officer, she undertakes annual compulsory training in the use of firearms, taser, accoutrements and operational skills. She has and continues to serve the community of Queensland as an operational/frontline police officer with the expectation to respond, on and off duty, to calls for assistance from members of the public and to respond to emergency incidents.

Sergeant Brennan's operational management of recent major investigations to support regional Queensland's forensic crash investigators has resulted in improved workplace and investigative practices. This has increased stakeholder and community confidence in state forensic crash investigation consistency and competence. Sergeant Brennan's investigations provide justice to grieving families and support for the families over many years. She also provides support and care to her forensic crash colleagues by taking on the additional responsibility of providing peer support.

Forensic crash investigation is a mentally and physically challenging role, where members often attend horrific and confronting scenes. Sergeant Brennan's work warrants recognition not only professionally but for her dedication to providing care and support for the entire state forensic crash network of investigators.

## **Australian Police Medal (APM) in the General Division**

### ***Queensland Police Service***

#### **Superintendent Peter David Brewer**

Superintendent Peter Brewer was sworn into the Queensland Police Service (QPS) in 1988 and has over 35 years of experience as an operational officer, detective and as a senior leader. Throughout his career he has excelled in providing a high standard of professionalism, leadership and guidance as an investigator in both Criminal Investigation Branch offices and Child Protection and Investigation Units, Child Safety and Sexual Crime Group, Financial and Cyber Crime Group and Ethical Standards Command. He has also undertaken the role of special investigator for the Queensland Children Protection Commission of Inquiry and the Queensland Organised Crime Commission of Inquiry.

During the COVID-19 pandemic, Superintendent Brewer was the Deputy Commander of the QPS COVID-19 Taskforce and worked with government agencies to react and respond to the ever-changing environment. This involved activities as a senior leader developing response plans, concepts of operation, command decision tools and engaging with industry groups to progress collaborative responses to the pandemic.

Superintendent Brewer is currently serving as the commander in the Vulnerable Persons Group, Domestic Family Violence and Vulnerable Persons Command. This role involves him applying his considerable knowledge towards the development, enhancement and support of the QPS capability to prevent, disrupt, investigate and respond to domestic and family violence and harm to vulnerable persons. He has championed research into the area of domestic and family violence, which has been incorporated into frontline efficiencies and seen the establishment of the domestic and family violence and vulnerable specialist coordinator roles in Police Communications, that provide constant support to frontline police officers.

## **Australian Police Medal (APM) in the General Division**

### ***Tasmania Police***

#### **Commander Kate Elizabeth Chambers**

Commander Kate Chambers joined Tasmania Police in 1997 and was promoted to commander in March 2023 and still maintaining her operational capacity. She has performed a variety of roles across Tasmania Police including acting commander for the Operations Support, Northern District, and Crime and Intelligence Commands. Commander Chambers is the first female commander for the Northern District.

With strong operational and strategic experience, Commander Chambers has led significant work in support of the Commission of Inquiry into the Tasmanian Government response to child sexual abuse and been the project lead for the Sexual and Family Violence Structural Reform Project (Arch Centres). This work led to significant change in the identification and investigation of child sexual abuse, including the creation of policy to facilitate better collaboration between Government departments responsible for child protection. Additionally, Commander Chambers has built and led a Child Sexual Abuse Joint Review team, delivering cross agency intelligence review and policy reform agendas.

Commander Chambers is an outstanding investigator, able to lead teams in varied settings, and was seconded as an investigator to the Australian Federal Police Joint Counter Terrorism Team. Commander Chambers also led an international investigation, leveraging strong local, national and international partnerships to facilitate intelligence exchange, interoperability and collaboration focused on mitigating risk to public safety.

In 2020, during Tasmania Police's emergency response to the COVID-19 pandemic, then Inspector Chambers led an investigation into an alleged event that was believed to have contributed to a significant outbreak across hospitals and aged care settings. Commander Chambers led a thorough, independent inquiry and investigation into the matter, building appropriate relationships across Government portfolios to access witnesses whilst maintaining a high level of political astuteness and sensitivity.

Commander Chambers is committed to the development of others, mentoring aspiring leaders both internally and across government. She demonstrates exemplary leadership, resilience, professionalism and dedication to duty, significantly contributing to quality policing and emergency services to the Tasmanian community.

## **Australian Police Medal (APM) in the General Division**

### ***South Australia Police***

#### **Chief Superintendent Yvette June Clark**

Chief Superintendent Yvette Clark has served South Australia Police (SAPOL) with distinction since joining in 1980. Her early career featured roles in Port Lincoln, Regency Park Patrols and Port Adelaide Crime. She has since undertaken roles across all facets of the organisation while exemplifying SAPOL's values and developing a strong reputation for her diligent and ethical service, while remaining a sworn officer.

Notably Chief Superintendent Clark has extensive expertise in the fields of counter terrorism and forensic science, having undertaken leadership roles as the officer in charge of State Protective Security Branch and Forensic Services Branch (FSB) for extended periods, developing sound policy and procedures to assist and guide SAPOL and other jurisdictions in these disciplines. As officer in charge FSB she developed and implemented the evidence desk and centralised crime scene investigation structure, leading to improved efficiencies and procedures. Chief Superintendent Clark was responsible for the development of policy and operating procedures which were central to SAPOL's successful transition to the District Policing Model, including the implementation of the district duty inspector role.

As the inaugural officer in charge of Southern District, her leadership was pivotal in the successful transition of two local service areas into the new district. She also initiated and developed the Missing Person Response Team pilot, with the model successfully adopted across all metropolitan Districts.

Chief Superintendent Clark harnesses her experience and knowledge to provide invaluable leadership within SAPOL, being an outstanding role model for women in policing and actively developing aspiring leaders. During the COVID-19 emergency she played an integral role in ensuring and managing business continuity, working with multiple government stakeholders during unprecedented times. Her knowledge and exceptional professionalism is evident in her provision of contemporary and ethical advice and guidance in her current role within Governance and Capability Service, emphasising her reputation as an outstanding leader within SAPOL and the community.

## **Australian Police Medal (APM) in the General Division**

### ***Western Australia Police Force***

#### **Detective Sergeant Andrew Roy Coen**

Detective Sergeant Andrew Coen joined Western Australia Police Force in 1995, firstly as a police cadet, before becoming a sworn officer in 1997, which he remains to date, working in various traffic and general duties roles within the Metropolitan area. He became a detective in 2004, serving in various detective offices and specialist units before his promotion to the rank of sergeant in 2009. He served in Organised Crime Squad, State Intelligence and was also seconded to the Australian Crime Commission during transition to the Australian Criminal Intelligence Commission.

Detective Sergeant Coen consistently exceeds expectations, which was demonstrated during his time at the Target Development Team. He took the lead role and harnessed the use of new Dedicated Encrypted Communications Devices (DECD) technology. He created key state, national and international relationships to disrupt the supply of methylamphetamine into Western Australia and developed the use of DECD's, directly leading to several seizures of large quantities of methylamphetamine and cash, as well as assisting the Homicide Squad with various investigations.

In January 2022, Detective Sergeant Coen was selected to lead a team in the Rapid Apprehension Squad, a new frontline unit created to identify and locate the state's most active, high harm repeat offenders, investigating armed robberies, ATM explosions, cash in transit robberies, prison escapes and the apprehension of cross district high harm offenders to help prevent crime throughout the state. He supervises a highly functioning and motivated team that are often undertaking high-risk and high-profile policing incidents. He encourages his team to consistently think outside the box and apply innovations in technology and intelligence capabilities to help solve crimes faster, contributing to the agency priority of Identification, Location and Association of high harm offenders.

Detective Sergeant Coen demonstrates specialised investigative knowledge, skills, dedication to duty, and has made significant contributions to the Western Australia Police Force.

## **Australian Police Medal (APM) in the General Division**

### ***NT Police, Fire & Emergency Services***

#### **Sergeant Isobel Anne Cummins**

Sergeant Isobel Cummins is an experienced police officer, having served with the Northern Territory Police Force (NTPF) since 1997. Commencing her career in Alice Springs as a general duties officer, Sergeant Cummins continued to develop her policing skills, transferring to the Southern Investigations Division, where she stayed for several years before being promoted to detective sergeant and joining the Major Crime Squad in 2023.

She is known for her exceptional investigative skills and unwavering commitment to solving cases, demonstrated in her capacity as deputy commander of the Northern Territory Disaster Victim Identification (DVI) team, which she has been undertaking since 2015. Over the years, Sergeant Cummins has delivered DVI training in the Northern Territory, co-conducted DVI training for multiple exercises and is considered nationally a DVI expert.

Her expertise was acknowledged in 2010 when she received a Commissioner's Unit Commendation for conspicuous performance during the Air North plane crash at Darwin Airport. In addition, Sergeant Cummins is an active member of the NTPF Negotiation Unit, where she is required to undertake negotiation tactics as a police negotiator. She is known for her tireless work ethic and dedication to her job.

In 2013, she received the prestigious Patricia Ann Brennan Award for her significant contribution to women in the Northern Territory Police, Fire and Emergency Services. She is always willing to go above and beyond, ensuring that cases are solved with accurate research and policing. Sergeant Cummins is a dedicated and highly skilled Detective Sergeant who has significantly contributed to the NTPF. She is a true asset, and her colleagues and community respect her immensely. Her peers regard her as an expert in the homicide investigation field, and her commitment to serving her community and her unwavering dedication to her job inspires all.

## **Australian Police Medal (APM) in the General Division**

### ***Australian Federal Police***

#### **Detective Inspector Peter Charles Dean**

Detective Inspector Peter Dean joined the Australian Federal Police (AFP) in August 2004 and after recruit training, posted to ACT Policing (ACTP) as a general duties officer. In ACTP, Detective Inspector Dean's service history includes working in the areas of City Station, Criminal Investigations Response Team, Cold Case and Homicide Team. Detective Inspector Dean was later promoted to sergeant in 2014.

Detective Inspector Dean joined Special Investigations (formerly known as Head Office Investigations and Offshore and Sensitive Investigations) in July 2013. During this time, he led some of the AFP's most complex and politically sensitive investigations. In addition, Detective Inspector Dean is the recognised AFP subject matter expert on a broad range of issues including parliamentary privilege, unauthorised disclosures, press freedoms, public interest disclosure, the *National Security Information Act*, sanctions and sensitive investigations.

Since February 2020, Detective Inspector Dean has been the senior AFP representative at the joint ASIO-AFP led Counter Foreign Interference Taskforce. Detective Inspector Dean leads a team of investigators working collaboratively with taskforce partners to conduct Australia's most sensitive Espionage and Foreign Interference (EFI) investigations. He oversees the work of the special investigation (SI) capability sergeant, who is responsible for the coordination of 24 projects designed to uplift the capability of both SI Command and supporting capabilities. He also supports the SI training sergeant in meeting the needs of the AFP and broader whole-of-government partners for training on all aspects of EFI investigations.

## **Australian Police Medal (APM) in the General Division**

### ***Tasmania Police***

#### **Mr Jason John Elmer**

Since joining Tasmania Police in 1993, Commander Jason Elmer has held many diverse roles and responsibilities, while maintaining his operational capacity. He has experience in strategic planning, emergency management, tactical command, and a proven ability to apply contemporary practices to innovatively achieve organisational goals.

Commander Elmer's ability to manage large scale emergencies and critical incidents with strong judgement, a calm approach and resilience was demonstrated when managing a range of operational tasks and challenges in the State Emergency Coordination Centre as part of the Tasmanian Government's COVID-19 pandemic response. He worked collaboratively across government and his political awareness and sensitivity were commendable in such uncertain times.

Commander Elmer has consistently displayed exemplary leadership and the ability to cultivate cohesive, collaborative and productive work environments. He has a deep understanding of key strategic issues facing Tasmania Police and is recognised for his strategic, analytical, creative and problem-solving skills in a senior management environment.

In 2021, Commander Elmer was promoted to commander of Education and Training. In this role he developed the Northern Pilot Recruit course, the first recruit course held outside of Hobart, and finalised a Memorandum of Understanding with the University of Tasmania, allowing for the continuation of tertiary pathways for the Department of Police, Fire and Emergency Management employees, which was a significant result for Tasmania Police.

Commander Elmer's exemplary leadership, resilience, professionalism and dedication to duty continue to make significant contributions towards the delivery of quality policing and emergency services to the Tasmanian community.



## **Australian Police Medal (APM) in the General Division**

### ***South Australia Police***

#### **Detective Chief Inspector Brett Martyn Featherby**

Detective Chief Inspector Brett Featherby joined South Australia Police (SAPOL) in 1990, serving as a patrol officer and detective before moving into the serious and organised crime investigation areas where he developed an expertise in Outlaw Motorcycle Gangs (OMCG) culture, operations and membership. He was promoted to sergeant in 2007 and senior sergeant in 2011 within those specialist investigation areas. His tenure in Crime Gangs Task Force saw him lead some of the biggest deployments of police in South Australia, resulting in enhanced public safety and successful prosecutions for OMCG related offending.

Detective Chief Inspector Featherby is a leading Australian authority in his field, recognised as one of only five experts in Australian law enforcement able to give evidence regarding OMCG culture, operations and membership. His status is recognised in a Supreme Court judgement and is relied upon in overseas jurisdictions. He has been recognised for his outstanding contribution to the establishment and work of the Crime Gangs Task Force where he demonstrated exceptional innovation in the development and application of best practices. His commitment has significantly contributed to SAPOL being recognised as a national leader in policing OMCG.

Detective Chief Inspector Featherby joined Major Crime Investigation Branch in 2020, and since 2021 has led Operation Southern, a significant organised crime investigation established after a series of brutal unsolved murders, so far resulting in over 80 apprehensions. His proactive leadership of Operation Persevere has seen significant improvement in the investigation of long-term missing persons and unidentified human remains. He has lead Operation Alpha, managing the trial of eight OMCG offenders charged with a previously unsolved OMCG related murder – the largest number of people charged simultaneously with murder in South Australian history.

Detective Chief Inspector Featherby is renowned as an outstanding leader, with his vast accomplishments underpinning his dedicated and exemplary service.

## **Australian Police Medal (APM) in the General Division**

### ***New South Wales Police Force***

#### **Detective Superintendent Despa Fitzgerald**

Detective Superintendent Despa Fitzgerald commenced with the New South Wales Police Force (NSWPF) in 1988 at Maroubra performing general duties. In 1996 she transferred to the newly formed Child Protection Enforcement Agency where she developed a profound dedication to safeguarding children and victims of domestic violence and sexual abuse.

In 1998 she was promoted to detective sergeant at the Joint Investigation Team (JIT), and in 2002 to detective senior sergeant. In 2011 she was promoted to detective inspector at Professional Standards Command, then onto crime manager at Redfern, where she managed victim-centric investigations and forged meaningful connections with the Indigenous community. Her involvement in the Tribal Warrior Program and support for local schools and Indigenous activities contributed significantly to crime prevention and empowerment of young Indigenous women. In 2020 she was promoted to superintendent at Police Transport and Public Safety Command – North West Sector.

During the COVID-19 pandemic, Detective Superintendent Fitzgerald played a vital role by collaborating with local community businesses and South Sydney Police Area Command youth officers to collect and distribute care and food packages to disadvantaged Indigenous families in Redfern and Waterloo. She also implemented youth violence strategies on rail networks and remains dedicated to supporting youth and youth strategies.

In 2022, Detective Superintendent Fitzgerald was appointed as the commander of Inner West Police Area Command, where she continues to focus on building relationships with the community, notably supporting the Addison Road Community Centre in Marrickville, which provides food relief to vulnerable communities. Additionally, she remains actively involved in youth programs, including the Rise Up Program at Marrickville Police Citizens Youth Club.

Detective Superintendent Fitzgerald firmly believes in community engagement, maintaining positive relationships, and ensuring that the NSWPF effectively support the public. Her longstanding involvement with the communities of Redfern, the Greek community, and various community programs exemplifies her dedication.

## **Australian Police Medal (APM) in the General Division**

### ***Queensland Police Service***

#### **Detective Senior Sergeant Paul Leonard Fletcher**

Detective Senior Sergeant Paul Fletcher has served the community of Logan for more than 22 years, the majority of which has been dedicated to supporting vulnerable persons in the fields of child safety, domestic and family violence and mental health response. His history of service in child protection and youth justice features critical roles in complex investigations including a high-profile murder and three years leading Logan District's, Suspected Child Abuse and Neglect Unit, confronting the complex needs of at-risk children.

Detective Senior Sergeant Fletcher now heads the Logan District Domestic, Family Violence and Vulnerable Persons Unit, driving a team of detective investigators, uniformed engagement officers and a joint agency High Risk Team in Domestic Violence response. He also leads a dedicated mental health response unit, working with Queensland Health clinicians providing proactive mental health interventions.

Detective Senior Sergeant Fletcher's critical strength are his relationships across numerous stakeholder groups, built on years of trust and collaboration, to create innovative programs, often with very limited resourcing, to service communities from the Scenic Rim to Logan City. These programs spanning youth support, mental health, and domestic violence focus on victim centric action to support the community in need.

## **Australian Police Medal (APM) in the General Division**

### ***Victoria Police***

#### **Inspector Andrew John Glow**

Inspector Andrew Glow is an accomplished Victoria Police veteran of 47 years. He has worked as a detective in many of the organisation's most challenging and high-risk work units and crime squads, investigating career criminals, conducting operations targeting heinous crimes, in joint federal/state taskforces, and within Ethical Standards.

Inspector Glow spent several years within the Counter Terrorism Coordination Unit, at Victoria Police's covert and discreet units and led the State Liquor Licence and Sex Industry Units. He demonstrates commitment, passion and diligence to the roles he undertakes, earning the admiration and respect of his peers. In recent years, Inspector Glow has managed the State Police Operations Centre (SPOC) and has been instrumental in its development and uplift, and implementation of a redundancy site ensuring continuity of Victoria Police's critical services during State emergencies. He has managed this facility during three of Victoria's largest emergencies - the 2019-20 bushfires, the COVID-19 pandemic and the 2022-23 extreme flooding events.

Inspector Glow's leadership was pivotal in the seamless integration of external agencies such as the Australian Defence Force. His wealth of experience, amiable and pragmatic approach resulted in him identifying emergent issues due to changes in operational tempo, while balancing priorities of state government and community safety. During these challenging times that impacted every Victorian, Inspector Glow's meticulous character was displayed, with selflessness and clear dedication to the community.

Inspector Glow exemplifies the values of Victoria Police, serving the community tirelessly and displaying excellence in all that he does. He has demonstrated distinguished service, going above and beyond and delivering outstanding police service to the community.

## **Australian Police Medal (APM) in the General Division**

### ***Western Australia Police Force*** **Inspector Robyn Clare Greene**

Inspector Robyn Greene joined Western Australia Police Force (WAPF) as a police recruit in 2001. She worked in general duties in various regional and metropolitan areas before becoming a Detective in 2008, serving in various specialist units around the state.

Inspector Greene's leadership potential was quickly identified and she was promoted to sergeant in 2015, and senior sergeant in 2019, then selected as the Broome regional WA operations coordinator, to manage areas such the Multi-Functional Policing Facilities and Sex Offender Management Squad. During her time there, she identified an increase in crime trends, coordinating an operation that successfully resulted in a huge reduction in burglary offences, theft and stealing of motor vehicles, with many offenders arrested and charged.

Inspector Greene was selected to lead a team within Operation Tide. In this role she assisted in Western Australia's management of remote Indigenous communities and biosecurity zones, ensuring the protection of vulnerable people within these communities. She helped resolve a number of ongoing conflicts regarding the Biosecurity Determinations, ensuring free movement of international shipping into Western Australian Ports, with her contribution enabling stability and the progression of the shipping industry.

Inspector Greene represented WAPF on the sports planning committee along with senior members of other sporting, government and non-government agencies. She led stakeholder engagement to ensure all necessary quarantine safety measures were put in place, her leadership and forward planning helped ensure the sporting industry could continue to travel and compete.

Within these various roles, and now as the assistant divisional officer at the Tactical Response Group, Inspector Greene has achieved remarkable success through knowledge sharing and expertise whilst negotiating complex outcomes to the benefit of Western Australia.

## **Australian Police Medal (APM) in the General Division**

### ***New South Wales Police Force***

#### **Detective Chief Inspector Neil Robert Grey**

Detective Chief Inspector Neil Grey commenced within the New South Wales Police Force in 1986 at Albury performing general duties. In 1994 he transferred to Criminal Investigations where he achieved his designation as a detective in 1996. He conducted extensive criminal investigations on many high-profile cases, as well as involvement in numerous strike forces and received citations during his time as an investigator.

In 2002 he was promoted to detective sergeant where he performed duties at the Anti-Theft Unit and Target Action Group. In 2008 he was promoted to inspector (duty officer) at the Monaro Local Area Command. Over this time, he was very active in building strong and effective working relationships and strategies with police operating within the Australian Capital Territory, which proved significantly effective in tackling volume and organised cross border crimes. The legacy of his actions is reflected in the results achieved by the Monaro Police District and in 2019 he was promoted to detective chief inspector crime manager.

As the most senior and experienced detective within the Police District, he led Critical Incident Investigations teams and performed the role of reviewing officer for other Critical Incident Investigations. He led a team of 17 personnel and was responsible for the leadership and management of all serious and volume crime for the district.

It was during this time he performed the role of Alternate Local Emergency Operations Controller during the 2019-20 catastrophic bushfires. He led the response to the tragic Hercules C130 aircraft crash, which killed three American occupants (23 January 2020). The plane was responding to fire suppression in the area. Over several weeks he provided strong leadership and mentorship to the investigation team managing the coronial investigation.

## **Australian Police Medal (APM) in the General Division**

### ***Victoria Police***

#### **Superintendent David Matthew Griffin**

Superintendent David Griffin has been a member of Victoria Police for 42 years and has served with distinction across a wide range of operational and corporate policing roles, in both metropolitan and regional areas. He has a demonstrated history of outstanding leadership and management in operational disciplines, including general duties, road policing and crime investigation.

He is acknowledged globally as an expert in traffic enforcement and was instrumental in the establishment of the organisation's Road Policing Command. In 2015 he was a key-note speaker in New York at a Global Road Safety Partnership Conference and has delivered road policing training packages for developing countries throughout Asia and South America. He has diligently represented Victoria Police on multiple Road Safety Boards and Committees, which have significantly contributed to sustained reductions in road trauma across the State.

In 2016 he attended the United Kingdom to examine opportunities to reduce harm caused by vehicle-related crime and gang crime activities. He then managed the development and implementation of the Victoria Police Vehicle Theft Reduction Plan, which enhanced systems and processes related to vehicle crime and delivered community safety outcomes through improved solution rates and reductions in the incidence and prevalence of overall crime. His combined skills and experience in corporate and management roles have been significant in influencing organisational performance through the development and implementation of key organisational planning processes aligned with strategic objectives. He has received several official commendations during his career for attributes including leadership, professionalism, and investigative ability.

Superintendent David Griffin is a highly regarded member of Victoria Police and has distinguished himself through his outstanding knowledge, performance, and commitment to policing and serving the community.

## **Australian Police Medal (APM) in the General Division**

### ***Queensland Police Service***

#### **Chief Superintendent Chris Andrew Hodgman**

Chief Superintendent Chris Hodgman has diligently served the community of North Queensland for most of his 36 years as a Queensland Police Service officer and remains operational. He has most recently demonstrated exemplary dedication, commitment, and the highest standard of strategic leadership across various levels of government as the District Disaster Coordinator to the Far North District. Chief Superintendent Hodgman assumed this role in March 2020, and was responsible for managing the state response to all disasters in the local community including cyclones, floods and bushfires.

At that time, the Far North was adapting all management and operational systems to meet the unique demands of the emerging COVID-19 situation. He established a robust District Disaster Coordination Centre structure capitalising on his significant command experience, decision making capability and disaster management skills. His professional energy provided the stimulus to positively shape and maintain cross government relationships while keeping focus on the wider government objective of safeguarding community health. His simultaneous engagement with diverse communities, including 12 vulnerable First Nations' Council areas, across the Far North District delivered outcomes promoting continuous improvement within a culture of professional respect and focus on the COVID-19 risk.

He implemented COVID-19 compliant practices and established the Far North District Disaster Coordination Group as a key point of reference for internal and external stakeholders navigating the volatile COVID-19 environment. Chief Superintendent Hodgman's distinguished capacity to implement pioneering strategies at the district level, in the face of the unprecedented security and community health challenges, is worthy of recognition. He continues to support the various communities of Far North Queensland through his vast experience and well-developed community networks.



## **Australian Police Medal (APM) in the General Division**

### ***Queensland Police Service***

#### **Superintendent Shane Michael Holmes**

Superintendent Shane Holmes joined the Queensland Police Service (QPS) in 1990 and remains a sworn police officer. Throughout his distinguished career he has made a significant contribution to the organisation, including leading staff in operational duties and being involved in the establishment of the inaugural rapid action patrol police group which targeted organised crime groups and volume crime, as well as performing numerous duties as part of major event and emergency responses across the state.

From February to December 2020, Superintendent Holmes provided the essential platform of leadership and guidance for the Queensland Government's COVID-19 disaster response, working to provide leadership and supporting the whole-of-government effort to contain and prevent the spread of COVID-19 in Queensland. He was instrumental in the initial state response at the Queensland Health State Health Emergency Coordination Centre (SHECC) and the subsequent initial State Disaster Coordination Centre's whole-of-government COVID-19 support, delivering and managing hotel quarantine facilities, state and national border security assistance from Australian Defence Force and compliance functions to ensure community safety in accordance with the Chief Health Officer's public health directions.

## **Australian Police Medal (APM) in the General Division**

### ***Queensland Police Service*** **Inspector Brett Page Jackson**

Inspector Brett Jackson has dedicated more than 20 years of service to his community, the Queensland Police Service (QPS) and his staff. He has contributed significantly to policing, not just in the Logan District, but throughout his career. In his current role, he is responsible for leading and managing one of Queensland's largest and busiest police divisions. Through his strong leadership style that is supportive, innovative and visible, he has transformed the culture of the district into one of commitment and service to the local community.

He continues to maintain a healthy, safe and inclusive working environment, which has enabled his staff to realise their potential to create a highly engaged and effective workforce. He is a strong advocate and championed the commencement of the Domestic Violence co-responder position within Logan Central Station, with Logan Centre for Women which saw funding awarded from the "Small Steps 4 Hannah" Foundation.

His passion for preventing youth reoffending saw the Youth Justice Taskforce use his work whilst leading Logan New Directions as a benchmark of collaborative partnerships. Inspector Jackson identified a need for a police presence at Logan Hospital Emergency Department, the second busiest in Queensland. He championed the implementation of the Logan Hospital Liaison Officer, with a trial commencing in February 2020. This successful trial has now resulted in office space being provided by Metro South Health for a permanent police presence at the hospital.

Inspector Brett Jackson continues to demonstrate operational excellence in frontline service delivery. He has built strong relationships within the community to achieve better outcomes for all by ensuring his workforce are committed to positive outcomes for the people of Logan.

## **Australian Police Medal (APM) in the General Division**

### ***Victoria Police***

#### **Detective Senior Sergeant Barry Grant Jenks**

Spanning a 41-year career with Victoria Police, Detective Senior Sergeant Barry Jenks' roles have included Uniform, Criminal investigation Unit (CIU), and international deployment. During 2004-2005 Detective Senior Sergeant Jenks was seconded to the Australian Federal Police (AFP) International Deployment Group – Papua New Guinea and Solomon Islands.

He led AFP Operations, managing large scale rioting in Honiara that lasted for six days and was commended for his work. Since 2010 Detective Senior Sergeant Jenks has worked as a guide for No Roads Expeditions, leading over 20 treks across the Kokoda Track. A number of the participants are current/former serving emergency services and defence force personnel. These treks are integral in improving the mental health and wellbeing of participants.

In 2006 he became a detective senior sergeant at Detective Training School where he undertook a number of strategic projects and was instrumental in training new detectives. He was the ultimate professional, well respected and who students naturally gravitated to for guidance.

In 2011 Detective Senior Sergeant Jenks returned to Melton CIU. His dedication to community safety, victims of crime and staff wellbeing is second to none. He is a leader in reducing the incidents of networked youth and youth gang offending in the Melton Police Service Area (PSA). This has been achieved through strong community stakeholder engagement to reduce youth gang crime, through information sharing with partners where these crimes frequently occur.

"Confident humility" is often used in policing to describe a highly desirable attribute of senior leaders. Detective Senior Sergeant Jenks personifies this trait with his calm, empathetic and supportive style. Not only does he demonstrate this in his day-to-day role, but in the trekking journeys he leads to support first responders.

## **Australian Police Medal (APM) in the General Division**

### ***Western Australia Police Force***

#### **Superintendent Jonathan Norman Kazandzis**

Superintendent Jonathan Kazandzis joined Western Australia Police Force in 1991, serving in metropolitan and regional general duties before becoming a training officer in the Operational Safety and Tactics Training Unit and the Professional Education and Learning Unit.

His broad experience and natural leadership led to a promotion and he served in a number of regional and metropolitan officer in charge (OIC) positions. In 2016, he was selected as the inaugural OIC of the Protective Service Officers program, successfully implementing the new business unit, recruitment and training, before establishing the Capability Development Unit in 2018, focusing on Police Command. Both units were in the Counter Terrorism and Emergency Response Command. He was promoted to inspector in 2020 at the Tactical Response Group (TRG).

Superintendent Kazandzis consistently excels in his role within the Tactical Response Group (TRG). As inspector he represented the WA Police Force on a national level at the Australia New Zealand Counter Terrorism Committee (ANZCTC) Police Tactical Group (PTG) forum and he is the force liaison with the Australian Defence Force, ensuring officers are fully trained, equipped and interoperable with other jurisdictional partners to respond to terrorism threats.

He was responsible for TRG training management, deployment exercises and often deployed as PTG Commander to major incidents, his sound judgement and ability to remain calm in high pressure situations earning him the respect of his colleagues and peers.

Superintendent Kazandzis oversaw the development of TRG training packages, earning accreditation and recognition for these through the Western Australia Police Academy. This training helps to ensure TRG officers are fully trained to the highest standard, continuing to maintain contemporary police tactical methodologies for the WA Police Force.

More recently in 2023, he was promoted to superintendent, where he remains as the divisional officer of the Tactical Response Group. He has consistently demonstrated exceptional professionalism, leadership and dedication throughout his career, providing exemplary service to the WA Police Force and the safety of the community.

## **Australian Police Medal (APM) in the General Division**

### ***Australian Federal Police***

#### **Detective Leading Senior Constable Katherine Laidler**

Detective Leading Senior Constable Katherine Laidler joined the Australian Federal Police (AFP) in March 1999, and after completing recruit training, was initially posted to AFP Southern (Melbourne) region including Operations teams, Melbourne Airport and Avian teams. From May 2002 to April 2012, Detective Leading Senior Constable Laidler was transferred to ACT Policing (ACTP) and worked in Tuggeranong Station areas including the Child Abuse team and Sexual Assault Reform Program.

Detective Leading Senior Constable Laidler worked in AFP Learning and Development Command under the Investigations Canberra teams from April 2012 to June 2014. On 1 July 2014, she returned to ACTP and worked in the Child Sex Offender Registry team performing the team leader's role. In July 2015, Detective Leading Senior Constable Laidler joined the Office of the Commissioner, Fraud and Anti-Corruption Canberra team.

Since November 2016, Detective Leading Senior Constable Laidler has worked in one of the most challenging roles within the AFP, the Child Protection Victim Identification team. This role requires resilience and perseverance to remove children from harm and identify offenders. Detective Leading Senior Constable Laidler has undertaken this role with tenacity, providing a human face to a role that many find challenging. This role directly achieved outcomes against the *AFP Corporate Plan 2022-23* as child protection is an AFP priority area, but also towards meeting the objectives and mission of the *AFP Child Protection Strategic Plan 2023-26* of "reducing the incidence and impact of crimes against children and holding those responsible for such crimes accountable".

## **Australian Police Medal (APM) in the General Division**

### ***Western Australia Police Force***

#### **Commander John Michael Leembruggen**

Commander John Leembruggen commenced with the Western Australia Police Force in October 1983, serving in general duties and traffic, before becoming a detective in 1989. He has since dedicated his career to criminal investigation, serving in areas such as Major Crime Division, Sex Crime Division, Karratha Detectives and Serious and Organised Crime Division.

Through his empathetic and caring nature, he was selected as the Family Liaison during a high-profile serial killer investigation, providing support to one of the families for over two decades. Across his various roles he has gained a wealth of experience in the fields of leadership and development of staff, policing services and enhancing community safety.

At Police Airwing he initiated internal change to ensure compliance after a Civil Aviation Authority review. At Mandurah District Office, he was instrumental in the implementation and development of the Rapid High Harm Offender Response Teams. His early adoption of this new policing initiative, along with ensuring effective deployment, led to this initiative being implemented across the Metropolitan area, making significant reductions to volume crime.

In September 2022, he was selected as acting commander of the Metropolitan Region - South to implement several new systems, business and performance practices that he had previously embedded within the Mandurah District. He has been instrumental in leading reduced crime rates to the benefit of the community by providing strategic leadership on Identify, Locate and Associate strategies which hold offenders accountable through swift policing intervention, and cross district linked offending. In October 2023 he was promoted to the rank of commander remaining in the position he had held for the previous 12 months. He was then promoted to acting assistant commissioner in late October 2023.

Commander Leembruggen was one of the founding members and inaugural President of The Law Enforcement Torch Run WA established to provide opportunities for inclusion and improved quality of life for children and adults with intellectual disabilities. Throughout his 40 year policing career he has achieved significant results, demonstrating dedication to the Western Australia community.

## **Australian Police Medal (APM) in the General Division**

### ***New South Wales Police Force***

#### **Chief Superintendent Toby Christopher Lindsay**

Chief Superintendent Toby Lindsay joined the New South Wales Police Force (NSWPF) in 1994 at Kogarah performing general duties and later transferred to Wollongong Police Station. In 2000 he served as part of the 5th Australian Police Contingent, seconded to the United Nations in East Timor, tasked with helping East Timor with policing, investigations and ultimately building its own police force. Whilst on deployment he performed duties as a crash investigator and border patrol officer with refugees and internally displaced people (IDPs), working alongside other United Nations agencies, the Australian Defence Force and non-government organisations.

He was acknowledged with the Police Overseas Service Medal and United Nations Medal for his contribution to peacekeeping in East Timor, in 2001. In 2003 he was promoted to sergeant at the Shoalhaven Local Area Command, in 2010 to inspector /duty officer at the Far South Coast Command, in 2013 as program director, Operational Policing Program, implementing the NSW Community Portal. He was promoted superintendent in 2018, as commander of the Richmond Police District based in Lismore.

During this time, he was acknowledged for his commitment to community, professionalism and leadership in emergency management. He played a significant role, as emergency operations controller (LEOCON), during the North Coast Fires in 2018, 2019, again in 2020 and during COVID-19. His leadership across various positions in police recruit education has resulted in many thousands of recruits commencing service in NSW, including during the peak of the COVID-19 pandemic. Chief Superintendent Lindsay continues to motivate and encourage student police officers to serve their community.

As commander of Organisational Development Command, People and Capability, he is responsible for education, training and development across the police force and as chief executive officer of the NSWPF's Registered Training Organisation. Chief Superintendent Lindsay is a Police Legatee and was appointed to the Board of NSW Police Legacy in 2022.

## **Australian Police Medal (APM) in the General Division**

### ***Queensland Police Service***

#### **Detective Chief Superintendent Roger Alexander Lowe**

Detective Chief Superintendent Roger Lowe is a highly regarded senior police officer, recognised for national leadership in organised crime, domestic and family violence, counter terrorism, police integrity and disaster response. He is accomplished in various executive roles and the recipient of awards for pioneering enduring innovative programs including Australia's first Outlaw Motorcycle Gangs (OMCG) domestic and family violence strategy, and Australia's first motorcycle gangs 'Exit' program. Exit provides mentoring, mental health support, pro-social structure, skills enhancement, and employment to drive crime desistance, improving the lives of the individual and families.

He continues to serve the community of Queensland as an operational/frontline police officer with the expectation to respond, on and off duty, to calls for assistance from members of the public and to respond to emergency incidents.

Detective Chief Superintendent Lowe also crafted an influential vision for a nation first co-located police and health multi-disciplinary preventative partnership to respond to the emerging threat of vulnerable persons with mental health drawn into the security environment. Detective Chief Superintendent Lowe initiated and co-authored ground-breaking 2018 research into the prevalence of domestic and family violence in OMCG, validating the accentuated risk to women and children in these relationships. He has lectured nationally on this issue, influencing programs to reduce the risk to women and children and hold perpetrators to account.

Detective Chief Superintendent Lowe passionately leads and delivers organisational and cross-sector capability through inspiring others and empowering teams to test boundaries to drive community safety.



## **Australian Police Medal (APM) in the General Division**

### ***New South Wales Police Force***

#### **Chief Inspector Gregory David Mahon**

Chief Inspector Gregory Mahon commenced with the New South Wales Police Force in 1989 at Sutherland performing general duties. In 1999 he was promoted to sergeant at Nowra in the Shoalhaven Local Area Command in the role of intelligence sergeant and was a trailblazer when Crime Management Units commenced in 1999. In 2006 he transferred to Lake Illawarra as the crime coordinator, where he was at the forefront of the new Crime Management Unit, ensuring the community had a voice and input into their local police force.

In 2012 he was promoted to operations coordinator and implemented the geographical controlled operation Strike Force Delicate, receiving an award for the innovative approach and professionalism. In 2014 he was promoted to inspector at Southern Region as the operations manager and was responsible for the coordination of all high-risk incidents, including emergency management responses to the 2019 bushfires in the South Coast area, the COVID-19 pandemic and the floods in the Southern Region.

During the 2019 bushfires he was able to collect the data on firearms located in houses that were damaged by fire and tasked police to retrieve those firearms. He ensured the safe stay of the Ruby Princess cruise ship when in the port of Port Kembla. During the COVID-19 pandemic he liaised with the Australian Defence Force (ADF) to ensure tasking of combined Police and ADF teams to manage at risk people with COVID.

The Deni Ute Muster, music festivals, 'Snowsafe' and 'Summersafe' have also come under his oversight for the last 10 years.

## **Australian Police Medal (APM) in the General Division**

### ***Victoria Police***

#### **Inspector Wayne Grant Martin**

While Inspector Wayne Martin has performed a variety of roles during his policing career, including general duties, prosecution, crime scene examiner/manager, it is his involvement in the Disaster Victim Identification (DVI) process that has earned him recognition nationally and internationally.

His innate sense of empathy combined with an effective leadership style and outstanding levels of resilience are the key attributes that make him one of the national leaders in the DVI space. Inspector Martin has been a constant presence in the DVI process since 1990 and has performed roles at all levels in some of Australia's and the World's most significant fatal incidents, including Bali Bombings 2002, the Indian ocean Tsunami and the 2009 Victorian Black Saturday Bushfires.

He is nationally recognised for his expertise and has been called upon by other jurisdictions to deliver training, not only in the practical aspects of DVI, but also sharing leadership and management experience in these chaotic environments. Inspector Martin displays tremendous dedication, passion and commitment when deployed to these mass fatality incidents, which can be incredibly distressing and challenge practitioners from both personal and professional perspectives.

Managing these events is complex and attracts heavy scrutiny from government, media, and the community. There is an expectation that the deceased will be retrieved, identified, and repatriated with great dignity and loved ones will be treated with compassion and honesty, which Inspector Martin achieves to the highest order. His contribution in identifying deceased in mass fatality incidents is sustained and so the experience and expertise he has accumulated over this time is enormous. This experience, combined with his leadership qualities, has had a direct and positive influence on the success of the various operations he has been involved in.

## **Australian Police Medal (APM) in the General Division**

### ***Queensland Police Service***

#### **Detective Superintendent Andrew Peter Massingham**

Over a 35-year career Detective Superintendent Andrew Massingham has demonstrated a high level of commitment, expertise and professionalism as a leader and operational practitioner across a broad range of general and specialist investigative duties. In April 2020, Detective Superintendent Massingham assumed the role of senior investigating officer, Task Force Sierra Linnet and strategically lead and managed the operations of a 40-member strong Investigation Centre as part of a whole of government response to the COVID-19 global pandemic.

Detective Superintendent Massingham established a robust investigations centre structure that demonstrated his significant experience, decision making skills and ability to deal with ambiguous and complex environments. His professional conduct and ability to develop trusted relationships, established an extremely effective working relationship with broad internal and external stakeholder groups within the COVID-19 response agencies. His ability to lead change in a rapidly evolving and complex environment enabled him to implement widespread compliance investigations across Queensland ensuring the Chief Health Officers directives were being adhered to and public safety was maintained.

The investigative operating model implemented and managed was similar to the model he developed in response to the deaths of 25 persons in the Lockyer Valley floods in 2011. His actions were directly responsible for ensuring community confidence was maintained through compliance operations in consultation with the Chief Health Officer Directions.

Detective Superintendent Massingham has, during the course of an exemplary career, made a significant and valuable contribution to the safety of the Queensland community through his diligence as an investigator and investigations leader.

## **Australian Police Medal (APM) in the General Division**

### ***South Australia Police***

#### **Senior Sergeant First Class Darren Craig McCue**

Senior Sergeant First Class Darren McCue joined South Australia Police (SAPOL) in 1987 beginning his early career as a general duties patrol officer in the Holden Hill, Tea Tree Gully and Elizabeth patrol areas. He undertook a posting in the surveillance section prior to being promoted firstly to senior constable then sergeant in the general duties areas of Mount Barker and Elizabeth. Promoted to senior sergeant first class in 2011, he has since managed operations in Western District and Northern District.

Senior Sergeant First Class McCue is the embodiment of an operational leader and is an outstanding police officer. His skills and abilities to manage operational incidents as well as personnel under his command and control are unparalleled. Senior Sergeant First Class McCue personifies SAPOL's values, particularly leadership by inspiring and motivating others to be the best they can be. As the Elizabeth Operations manager he leads a dynamic team of frontline officers, in arguably one of the state's busiest and most demanding patrol areas. He is an excellent communicator who is renowned for being humble, loyal, hardworking and caring.

Throughout his time as an Operations Senior Sergeant, he has mentored dozens of junior officers to attain their career goals and go on to achieve outstanding outcomes. His tireless work for the community and his commitment to ensuring the best working conditions for his colleagues are particular strengths. He has been instrumental in mentoring, developing and leading staff through numerous emergency situations and hazardous taskings, including the Sampson Flat Bushfires in 2015, Virginia floods in 2016 and a major industrial oil warehouse fire in Wingfield in 2012, along with coordinating Northern District's COVID-19 pandemic response.

Highly respected by all, Senior Sergeant First Class McCue is renowned as an accomplished leader of operational police, serving the South Australian community with dedication and professionalism over a distinguished 35-year career.

## **Australian Police Medal (APM) in the General Division**

### ***Victoria Police***

#### **Detective Senior Sergeant Andrew William McGowan**

With more than 43 years policing experience, Detective Senior Sergeant Andrew McGowan's outstanding leadership whilst at the Security Intelligence Group (SIG) and the Undercover Unit (UCU) has made significant contributions to both security and crime investigations in Victoria.

Detective Senior Sergeant McGowan is a specialist in the oversight, management, and deployment of long-term undercover infiltrations. He has demonstrated dedication, commitment, and expertise in conducting covert investigations and in his leadership of members within the UCU. Through his roles he has had significant impact in preventing harm and creating safer communities for Victoria and nationally. He has consistently demonstrated a high level of commitment to his role, remaining current with contemporary strategies in covert policing, ensuring Victoria Police provides high quality and effective covert services.

Detective Senior Sergeant McGowan focuses on maintaining the integrity of covert methodologies, in order that they continue to be effective strategies for the future. He has exceptional networking skills, as evidenced from his time liaising with the Security Intelligence Group (SIG), where he was the lead investigator and liaison point for the Department of Premier and Cabinet and travelled with Premier Bracks on a number of international trips. More recently he has worked with the Australian Federal Police, the Australian Security Intelligence Organisation, the Department of Foreign Affairs and Trade, the Australian Criminal Intelligence Commission, international police and state-based police forces.

As a result of the highly skilled members that have been developed in Victoria under the guidance of Detective Senior Sergeant McGowan and the UCU team, operatives are sought by other jurisdictions to assist in deployments and training. Detective Senior Sergeant McGowan genuinely cares about his staff and their families and takes pride as they develop and succeed in their careers.

## **Australian Police Medal (APM) in the General Division**

### ***Australian Federal Police***

#### **Commander Melinda Jane Phelan**

Commander Melinda Phelan has been a member of the Australian Federal Police (AFP) since 1994 and worked in AFP's Western, Southern and Northern Commands, the Australian Embassy in the Philippines, as well as the AFP's Headquarters in Canberra. Since October 2020, Commander Phelan has performed the role of commander of Pacific, International Command. Prior to this role, Commander Phelan performed the superintendent role in International Command (formally International Deployment Group), Counter Terrorism, Covert Services, Learning and Development and Crime Command.

Commander Phelan has extensive experience working with national and international law enforcement agencies to successfully disrupt and dismantle transnational criminal syndicates in the areas of Counter Terrorism and Serious and Organised Crime. Commander Phelan has extensive experience in the international policing environment, performing the role of superintendent responsible for the Asia and America, Middle East and Europe desks and the Police Partnership Programs (formally missions) in the International Command. Commander Phelan deployed as part of the AFP's humanitarian response to the Boxing Day Asian Tsunami where she worked as a family investigations liaison officer.

## **Australian Police Medal (APM) in the General Division**

### ***New South Wales Police Force***

#### **Superintendent Michael John Rochester**

Superintendent Michael Rochester joined NSW Police Force (NSWPF) in 1987 and was stationed at Dee Why performing general duties and later transferred to Manly and Albury Police Stations. In 2000 Superintendent Rochester was promoted to sergeant at Regional Intelligence Coordination and in 2001 he was promoted to inspector, Duty Officer at Wagga Wagga.

In 2002 he moved to the Southern Rivers Target Action Group, then to the Liverpool and Region Enforcement Squad, Bass Hill as commander where he developed the South West Metropolitan Region Enforcement Squad from proactive to a special tactic resource unit. He performed the role of region coordinator for Operation TALON which was established in response to public place shootings within the South West Metropolitan Region (SWMR). He was also the public order commander during the Asia-Pacific Economic Cooperation (APEC) World Youth Day, G20, New Years Eve, Mardi Gras, Australia Day and ANZAC Day.

During Operation Corona Virus 2020, he significantly contributed to the operational planning of the NSWPF in response to the COVID-19 pandemic, with over 1500 officers deployed to the Victorian border in less than 48 hours. In 2019 Superintendent Rochester was promoted to superintendent, Commander Public Transport Command, South West. In 2021 he moved to commander of the Dog and Mounted Unit, then in 2022 to the commander of the Tactical Operations Group. In 2019 he led a music festival project team to develop an overarching 'framework' for planning and delivery of the operational response to music festivals.

Superintendent Rochester attended courses overseas where he gained knowledge in crowd psychology and public order management and was fortunate to be selected for the Silver Commander public order course delivered by the College of Policing in the United Kingdom. He took a lead role in the development and implementation of the Specialist Commanders course, which is the only one of its type in Australia and is written and delivered by Superintendent Rochester to further enhance the capability of police commanders in public order and major events.

## **Australian Police Medal (APM) in the General Division**

### ***NT Police, Fire & Emergency Services*** **Commander Hege Ronning-Burns**

Commander Hege Ronning-Burns is a highly respected member of the Northern Territory Police Force (NTPF). She joined the force in 1993 and served in a remote community before returning to Darwin, where she worked in specialist areas before her promotion to superintendent in 2017. She has been serving for almost 30 years.

In 2020, Commander Ronning-Burns commenced her role as a territory duty superintendent within the Joint Emergency Services Communication Centre (JESCC), which serves as a crucial lifeline between emergency responders and the public, ensuring critical information is relayed in times of crisis.

Commander Ronning-Burns was the incident controller in the COVID-19 Emergency Operations Centre. Her leadership and expertise were invaluable in coordinating response efforts, and her dedication to keeping the community safe was commendable. She has exceptional decision-making skills, working under immense pressure as the incident controller, and her leadership was instrumental in ensuring the safety of the community during this challenging time.

Commander Ronning-Burns has always shown commitment to the wellbeing of the people she works with. In her current role as commander of the Northern Territory Police, Fire and Emergency Services College, she oversees police recruit training, providing invaluable guidance and mentorship and assisting the recruits with their skill development and knowledge. Commander Ronning-Burns helps shape the recruits into confident and capable members of the NTPF. She is dedicated, professional and committed, ensuring new officers are well-prepared for the challenges ahead.

She has worked tirelessly to build relationships with members of the community, earning their trust and respect through her dedication. Commander Ronning-Burns' honesty, ethics and integrity is of the highest standard, she leads by example and is an inspiring member of the NTPF.



## **Australian Police Medal (APM) in the General Division**

### ***New South Wales Police Force*** **Superintendent Joanne Schultz**

Superintendent Joanne Schultz commenced with New South Wales Police Force (NSWPF) in 1988 at Kempsey performing general duties. Later transferring to the NSWPF Education and Training Unit where she specialised in teaching legal and societal issues. She has received numerous awards and praise throughout her career, notably for her response to the Kempsey bus crash in 1989 and the Hunter/Central Coast storm emergency.

In 1999 she was promoted to sergeant, field education and School of Operational Policing. Later transferring to field operations Newcastle Local Area Command and Central Hunter Local Area Command undertaking the roles of crime coordinator and education and development officer (EDO). In 2013 she was promoted to inspector at Botany Bay Local Area Command as a duty officer. Later transferring to the Hunter Valley Police District as a duty officer, specialising in human resources before becoming officer in charge of Singleton.

She was promoted to superintendent in 2023 at Coffs/Clarence Police District (PD), following extensive relieving as commander of Hunter Valley PD, Tuggerah Lakes PD, Barrier PD, Riverstone Police Area Command and Mid North Coast PD. This included her outstanding performance as local emergency operations controller (LEOCON) during bushfires, floods and through the COVID-19 pandemic.

As LEOCON for Singleton, she is an exceptional leader in times of emergency or disaster. Her reputation with other emergency services, local members of parliament and councillors is of the highest regard. Her leadership was evident during the 2022 Singleton floods and the decisions based around the community.

## **Australian Police Medal (APM) in the General Division**

### ***New South Wales Police Force***

#### **Chief Inspector Raymond Peter Stynes**

Chief Inspector Raymond Stynes joined the New South Wales Police Force in 1992 and was stationed at Wetherill Park and Penrith. His ability to handle difficult situations and problem solve became evident in August 1995 when he was directly involved with the capture of two escaped lions, where he was awarded the Commissioner of Police Commendation for Courage.

He broadened his experience in general duties, anti-theft and investigation working in the Shoalhaven region. In 2006 he was promoted to sergeant at Mt Druitt before returning to the Shoalhaven later in 2006, to serve a further seven distinguished years. In 2014 he was promoted to inspector where he took up a tenure at Quakers Hill, before returning to Shoalhaven in 2017. Under the formation of the new South Coast Police District in 2018, he won the position as the officer in charge of the Nowra sector.

He is highly regarded by his peers, his staff, and community - Indigenous and non-Indigenous. His ability to engage people from all walks of life, and his leadership qualities have directly attributed to bridging social and economic issues within the Shoalhaven, reducing crime and investing in youth. More recently he was recognised for his commitment, leadership, and professionalism during the 2019-200 South Coast fires as the local emergency operations controller.

Chief Inspector Stynes facilitated the police response to the Currowan and Comberton fires, resulting in effective multi-agency responses to the management and evacuation of town residents, coordination of road closures, and dealing with public unrest, whilst proactively addressing emerging crime.

Chief Inspector Stynes is highly respected by his peers and the community with over 30 years' experience in frontline, proactive and strategic community policing. He is recognised for his commitment and dedication to the NSW Police Force and to the people of the communities he serves.

## **Australian Police Medal (APM) in the General Division**

### ***New South Wales Police Force*** **Superintendent Sonya Tabor**

Superintendent Sonya Tabor graduated from the NSW Police Force (NSWPF) Academy on in 1997 and was stationed at Quakers Hill in general duties. In 1999 she commenced a career in the legal side of policing, becoming a Prosecutor for four years and seven years in legal consulting after being promoted to sergeant.

In 2011 she was promoted to inspector and returned to general duties at several stations for a period of 11 years, including time at the Traffic and Highway Patrol Command. Throughout this period, she created and implemented state-wide Rapid Antigen Testing procedures that assisted the NSWPF in maintaining operational capacity during the COVID-19 Omicron variant. She was a COVID-19 Hotel Operations Committee member, an Optional Disengagement Scheme Steering Committee member, lead for the Workforce Safety transformation project and the subsequent restructure/reform project.

In 2022 she was promoted to superintendent in her current role as commander, Workforce Safety within the People and Capability Command. She has performed many significant roles including design of the NSWPF Winter Strategy which was implemented as the NSWPF planned to respond to the COVID-19 pandemic resurgence and the creation of the Northern Region Wellbeing Concept of Operations to ensure staff affected by the devastating floods would be provided additional welfare support.

In November 2022, the NSWPF Commissioner announced the single most significant investment in the health, safety and wellbeing of the NSWPF workforce with the commencement of the PULSE project. Superintendent Tabor's organisational advocacy for enabling and enhancing the physical and psychological wellbeing of employees across the organisation has ensured that under her leadership, the PULSE program delivered on its commitment to establish a dedicated Career Transition Unit and has commenced Early Access Treatment Initiatives, an eWellcheck pilot and the rollout of field based mental health clinicians.

## **Australian Police Medal (APM) in the General Division**

### ***Queensland Police Service***

#### **Sergeant Lesley Marlane Walker**

Sergeant Lesley Walker has been a police officer for 24 years, dedicating the last two decades of her policing career to forensic science and the pursuit of forensic service excellence to victims of crime and their families. Sergeant Walker works diligently and with tenacity, providing a high level of forensic expertise and skill, with unmatched motivation and attention to detail, which has enabled many breakthroughs in homicide cases in North Queensland.

Sergeant Walker's role as an operational scientific officer means she is deployed at short notice to confronting crime scenes, such as fatal fires, homicides, sexual assault scenes, vehicle incidents, shooting scenes and cannabis crops. The role is both physically and mentally demanding and requires a high level of attention to detail, knowledge and constant refreshing of skills.

Sergeant Walker has consistently provided outstanding service in both case file work, crime scene examinations and in the courts of law as an expert witness. She has been instrumental in detecting forensic evidence which has been used to apprehend offenders of serious crimes, often dedicating time outside work, and going above and beyond in her examinations to advance forensic results and outcomes in criminal cases.

She is an exemplary officer who possesses integrity of the highest level and is highly regarded for the forensic excellence she demonstrates daily. Her work is of the highest professional standard and the Queensland Police Service is very proud to have her as a scientific officer.

## **Australian Police Medal (APM) in the General Division**

### ***New South Wales Police Force***

#### **Detective Chief Superintendent Jason Weinstein**

Detective Chief Superintendent Jason Weinstein commenced with New South Wales Police Force in 1995 at Fairfield in general duties and in 2000 began his criminal investigations career at Cabramatta, before moving to the South-East Asian Crime Squad. In 2004 Detective Chief Superintendent Weinstein was promoted to the rank of sergeant, performing general duties, before transferring to Darling River. In 2007 Detective Chief Superintendent Weinstein was promoted to inspector at Darling River Police District.

In 2013 he commenced work as a criminal investigation coordinator at State Crime, Middle Eastern Organised Crime Squad and gained the trust and support of community leaders within the Middle Eastern community through his ongoing interaction and attendance at community and business-related events. In 2018 he was promoted to detective superintendent at South West Metropolitan Region as operations manager. He later became chief of staff to Commissioner Fuller and supported the commissioner's vision of preventing, disrupting, and responding to crime and community concerns.

In 2019, whilst commander of Fairfield, he was commended by community leaders for his leadership and positive community engagement in relationship building and breaking down of barriers between police and the community. In 2021 he returned to State Crime Command where he led and rebuilt the Raptor Squad and Strike Force Hawk which was a collaboration between Metropolitan Field Operations and the Department of Communities and Justice. He developed a new model that significantly contributed to the reduction in public place shootings, resulting in a 50% reduction of conflict-based shooting in New South Wales.

Detective Chief Superintendent Weinstein enhanced Raptor Squads ability to disrupt and combat both organised crime networks and outlaw motorcycle gangs across the entire state. He progressed the use of Serious Crime Prevention Orders, developed future criminal investigations through his knowledge of crime networks and criminal investigative techniques, and targeted criminals who attempted to harm the NSW community through firearms violence, drug supply or organised criminal networks.

In 2022 Detective Chief Superintendent Weinstein commenced in role as director of Crime Operations, State Crime Command. This promotion saw him oversight the most serious and heinous crimes investigated in New South Wales. During this period he has forged strong partnerships across National and International law enforcement agencies. He has also driven and developed enhanced investigator methods and deployment models that are having significant results in major crime investigations which is yielding improved arrest rates in shorter time frames. These strategies are making New South Wales a safer environment its citizens.

## **Australian Police Medal (APM) in the General Division**

### ***Victoria Police***

#### **Detective Sergeant Roslyn Valerie Wilson**

Detective Sergeant Roslyn Wilson graduated from the Victoria Police Academy in October 1987 and performed general and highway duties at Dandenong and Oakleigh Uniform. She returned to the Dandenong Highway Patrol, before her selection with the Accident Investigation Section, Glen Waverley in June 1999, which later became the Major Collision Investigation Unit. This is when her passion for collision investigation intensified, and she quickly developed a reputation as a diligent and dedicated investigator with a tenacity for uncovering the truth.

Upon promotion to Detective Sergeant in October 2016, she became the first female Sergeant in the unit's history and continues to pave the way for the development and promotion of women in road policing. Detective Sergeant Wilson has been involved in investigating some of the most significant road crime incidents across Victoria, including the police involved fatality in Northcote (2000), the fatal hit-run crash in Mildura (2006) and the loss of seven lives in Donald (2006).

Her investigation into a drug-affected, speeding driver in Oakleigh (2014) resulted in the highest sentence for culpable driving in Victoria at the time. Following the Eastern Freeway tragedy (2020), she was appointed the lead investigator for the Paragon Taskforce and oversaw the successful prosecution of one of the most important investigations in Victoria Police history.

Throughout her distinguished 36-year policing career, 24 years devoted to collision investigation and becoming a subject matter expert, Detective Sergeant Wilson has consistently delivered outstanding service to the Victorian community. Having attended more than 500 fatal or life-threatening injury collisions, she has displayed exceptional resilience, professionalism, and integrity. Her selfless dedication to making Victoria a better and safer place continues to inspire the next generation of Victoria Police collision investigators, who have the privilege of benefitting from her wisdom, experience, and can-do attitude.

## **Australian Police Medal (APM) in the General Division**

### ***Queensland Police Service***

#### **Senior Sergeant Stephen Wyatt**

Senior Sergeant Stephen Wyatt is recognised for his service to the people of Queensland as an experienced police officer and detective. In recent years, he has made an outstanding contribution to the Queensland Police Service (QPS) whilst working in the Ethical Standards Command, Legal Division and now the Office of State Discipline.

In 2018, he was a driving force behind the legislative reforms to the Police Discipline System, working collaboratively with both unions and the Crime and Corruption Commission (CCC) to achieve a new statutory framework to underpin police discipline. This new system saw QPS adopt a structure for managing personnel in line with current best standards.

Senior Sergeant Wyatt developed and delivered training presentations across the state to educate and inform officers. By including stakeholders from the Unions and the CCC, the information sessions were successful in providing an overview of the new discipline system as well as providing an overview of current issues to proactively address professional standards. His current role includes providing expert and impartial advice to the deputy commissioners on the discipline process, intricacies of discipline law and precedent decisions. He forges strong partnerships by liaising with key stakeholders including the Crime and Corruption Commission, Police Unions, the Queensland Civil and Administrative Tribunal and the Queensland Industrial Relations Commission.

As a sworn police officer, he undertakes annual compulsory training in the use of firearms, taser, accoutrements and operational skills. He has and continues to serve the community of Queensland as an operational/frontline police officer with the expectation to respond, on and off duty, to calls for assistance from members of the public and to respond to emergency incidents.

Senior Sergeant Wyatt consistently demonstrates professionalism, leadership and commitment by working with stakeholders to continually reform and improve the discipline system. He continues to work to maintain a positive and productive workplace to deal with the current unprecedented demand for frontline police services by the Queensland community.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Queensland Fire and Emergency Services***

**Mr Simon Nicholas Ball**, Elimbah QLD 4516

Mr Simon Ball commenced his firefighter career in 1982 at Hampshire Fire Brigade, United Kingdom, and in 1988 he moved to Australia and joined the Queensland Fire and Emergency Services (QFES) as an auxiliary firefighter at Caboolture. In 1990, he commenced as an urban firefighter and has continued his dedicated service to firefighting in Brisbane.

In a career spanning 34 years, Mr Ball has held several roles and ranks, from serving as a station officer in 1998, an inspector from 2008, superintendent in 2012, to his current role as acting chief superintendent commencing in 2021. As the zone commander of Brisbane Centre Zone and the director of Operations for the Brisbane region, he has worked and developed enduring inter-agency relationships with Queensland Police Service (QPS), Queensland Ambulance Service, local council and Queensland Urban Utilities.

Mr Ball is a key link with the Brisbane District Disaster Management Group and represents QFES diligently and professionally in all aspects of fire and rescue and broader disaster management. He is dedicated to the safety of the community and was instrumental in hosting many training opportunities with QPS.

Mr Ball has been on eleven significant deployments both intra and interstate, as recently as 2022. He has been appointed as QFES liaison officer, incident controller, senior officer, commander, deputy state commander, and team leader due to his solid reputation and utilising his varied depth of operational experience and knowledge.

Mr Ball's commitment to highly professional standards, continuous improvement and operational excellence has been an attribute that he has demonstrated throughout his exemplary career and is an asset to both QFES and the Queensland community.



## **Australian Fire Service Medal (AFSM) in the General Division**

### ***South Australian Country Fire Service***

**Mr Robert Andrew Cadd**, Agery SA 5558

As a South Australian Country Fire Service volunteer with 34 years' experience, Mr Robert Cadd has demonstrated distinguished, exceptional service and commitment to the South Australian Country Fire Service (SACFS).

Having attended over 200 incidents in the last decade, Mr Cadd has proven leadership on the frontline and has led strike teams into some of the state's most harrowing incidents, including Pinery, Cudlee Creek and Kangaroo Island.

In addition to frontline leadership, Mr Cadd has sat as a senior volunteer on regional committees and is a member of the State Bushfire Coordination Committee, whose primary role is to promote the coordination of activities of agencies responsible for bushfire management.

Mr Cadd has led the improved working relationship between SACFS and Farm Fire Units (FFUs) and has driven improvements in a closer working relationship for enhanced interoperability and safety. He continues to support the Volunteer's Association in the development of a position on FFUs.

Mr Cadd has been pivotal in understanding and developing a community-led practice for monitoring grain harvesting conditions and has assisted in the development of a text-based system to give farmers early information in relation to grass fire danger indexes and fire starts.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***NSW Rural Fire Service***

**Ms Roberta Colbran**, North Richmond NSW 2754

Ms Roberta Colbran has been a member of the NSW Rural Fire Service for 50 years. In 1973, Ms Colbran joined Blacktown District Brigade and become an active firefighter and part of the 'radio standby group'. She held the positions of deputy captain, as well as secretary and first aid officer.

Ms Colbran moved to the Hawkesbury district in 1986 and joined the Grose Wold Brigade. She again became part of the after-hours radio group in the early 1990s, a role she still fulfils. Ms Colbran held the position of deputy captain from 1994 to 2000 and was re-elected in 2012, maintaining this position today.

One of the defining moments in Ms Colbran's service was her invaluable role as a communications officer during the Gospers Mountain fire through the devastating 2019-20 fires. Volunteering her time, she worked tirelessly during long shifts, both day and night, under extremely challenging conditions over the continuous 3-month period. Her selfless dedication exemplified her resilience and unwavering commitment to the service and her community.

Ms Colbran's service has been instrumental in building a lasting and effective communications function within the Hawkesbury District. Her leadership, passion and dedication to the service of the community and her brigade has been instrumental and her service as an after-hours duty officer stands as a testament to her readiness to respond to emergencies at all hours. Her duties have ranged from managing motor vehicle accidents to tackling bush and grass fires, pile burns, and structural fires, showcasing her versatility and poise in high-pressure situations.

Ms Colbran embodies the very essence of commitment, dedication, and selflessness within the NSW Rural Fire Service. Her impressive 50-year journey, marked by outstanding leadership, exceptional qualifications, and an unwavering spirit, undoubtedly merits the highest recognition.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Tasmania Fire Service***

**Mr Evan George Cram, TAS**

Mr Evan Cram commenced as a volunteer firefighter with the Tasmania Fire Service (TFS) in 2003 at the Molesworth Brigade, later becoming a member of the Lenah Valley Fire Brigade in March 2006, where he currently remains and holds the rank of leading firefighter.

Prior to joining the TFS, Mr Cram had a career as an ambulance officer in NSW, completing a distinguished 16 years with the organisation.

Since commencing as a volunteer firefighter in Tasmania, Mr Cram has obtained the rank of 3rd officer and provided guidance, leadership and development to many TFS volunteer members. He is committed to the brigade through his training and operational response and his record of attendance is exemplary. In addition, his voluntary contribution in support of the Tasmania Police in the compliance checking process during COVID was significant.

Given his commitment, he has developed a mutual agreement with his employer who respects and values Mr Cram's contribution to the TFS, enabled him to commit significant hours over and above the normal volunteer commitment that is expected. Mr Cram has attended both inter and intra state deployments and is a recipient of several awards.

Mr Cram is unassuming, enthusiastic, selfless and a stellar example of a respectful and giving human being, he is respected by his peers and is a fine representative of the TFS and the values by which the organisation lives.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***NSW Rural Fire Service***

**Mr Keith Thomas Driver**, Coffs Harbour NSW 2450

Mr Keith Driver joined the Bullaburra Brigade in 1977. Moving to the Coffs Coast District in 1991, he joined Lowanna Brigade and brought with him extensive experience in forest and grassland firefighting. For more than 40 years, Mr Driver has demonstrated exceptional leadership, commitment and achievement in many areas. He has been responsible for establishing training programs across brigades and provides positive reinforcement and resolution of issues.

He has held the role of captain, deputy group officer and group officer. Since 2008, he has been a member of the senior leadership team and remains an operational member of the Lowanna Brigade. He has a calming approach in emergency situations, through leadership and liaison between all levels of the NSW Rural Fire Service.

Mr Driver led the chainsaw training duties and is regularly called to use those skills in the district. He also undertook the heavy plant management role to utilise his talents during major fires. He is well known and respected by his peers in the district, with his advice and assistance regularly sought. He frequently volunteers his service above and beyond that expected and is always willing to assist whenever requested.

Mr Driver leads by example and promotes personal development and teamwork. He has become a leading example to members through his commitment to operational response, community engagement and training. He has been integral in creating a specialised all day driver training program along local trails, where different skills are required for different stages and all participants are required to drive part of the distance. The program became so popular all brigades in the district are wanting to attend his 'Tag-a-long' training day. The day teaches four-wheel driving skills, provides area familiarisation and promotes teamwork and bonding. Mr Driver's devotion to duty, leadership and loyalty and his unselfish performance of duty is beyond question.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***South Australian Metropolitan Fire Service***

**Mr Dylan Nathan Faber, SA**

Mr Dylan Faber joined the South Australian Metropolitan Fire Service (SAMFS) in July 2007. In 2013, he was promoted to the rank of senior firefighter and station officer in 2019. He has been an exemplary employee in his 16 years of service.

Mr Faber has continually gone above and beyond to assist the SAMFS on special projects, committees, and has provided the service with expert advice and knowledge in a range of specialist areas. He has also selflessly volunteered his time to support his fellow firefighters with the Australian Professional Firefighters Foundation and participates in numerous fundraising activities, including 'Shake the Boot', the annual fire truck pull, and the Australian Firefighters Foundation (APFF) Charity Ball.

He upholds the values of the SAMFS as a respectful, inclusive and dedicated person who puts community needs ahead of his own. He is trusted, loyal and a fierce advocate and supporter of a diverse and inclusive workforce within the SAMFS.

Mr Faber has been involved in numerous deployments to bushfires both interstate and in South Australia. These include Kangaroo Island, Pinery, NSW, Bangoor and Cudlee Creek. His roles have included being an operational firefighter, station officer and Urban Search and Rescue (USAR) Rapid Damage Assessment Team member. He is also a dedicated South Australian Country Fire Service (SACFS) volunteer with 25 years of volunteer service to the Bradbury CFS Brigade. He has volunteered in the position of firefighter, senior firefighter, lieutenant, breathing apparatus operator and operations support officer.

Throughout his time in the SACFS, he has attended numerous callouts and attended bushfire deployments. Mr Faber exemplifies the values of the SAMFS and is worthy of recognition.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Fire and Rescue NSW***

**Ms Sally Jane Foote, Sawtell NSW 2452**

Ms Sally Foote commenced with Fire and Rescue NSW (FRNSW) in January 1989. Throughout her career she has spent considerable time in both metropolitan and regional operations working at several fire stations in the Sydney CBD, Guildford, Turvey Park and Coffs Harbour. She has also spent many years in relieving positions, working across numerous stations in NSW.

Throughout her career, Ms Foote has demonstrated exemplary leadership in challenging circumstances. She joined FRNSW at a time when female firefighters were less than 1% of the workforce and remains the second longest serving female firefighter to date. She was the first female to make the rank of station officer. In this role Ms Foote is responsible for a crew of firefighters and leads their operational response activities as well as the daily training, preparedness, and prevention activities.

As a firefighter, but even more so as a station officer, Ms Foote has always fostered a very positive and inclusive culture in her crews. She demonstrates this by setting clear expectations for all staff, calling out poor behaviour and motivating staff to perform to their best. Being a female station officer has meant that Ms Foote is a role model to many female firefighters. This is a role that she has enthusiastically embraced by actively seeking out and supporting young female firefighters, acting as a mentor and providing them insight, guidance and support to assist their careers.

Throughout her career, Ms Foote has been instrumental in large campaign incidents including the 2017 Cyclone Debbie response in the Northern Rivers and the 2019-20 bushfires locally. She was the officer in charge of the North Coast deployment by RAAF C130 Hercules to Eden during the 2019-20 bushfires and the 2021-22 flood emergencies.

Ms Foote has served her community selflessly for 34 years as a passionate advocate for female firefighters within FRNSW, and a champion of diversity and inclusion.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Tasmania Fire Service***

**Mr Lyndon Ian Gabites**, Hadspen TAS 7290

Mr Lyndon Gabites joined the Tasmanian Fire Service (TFS) on 7 November 1994 and has served as a diligent and active member since, responding to fires and incidents within the region, on taskforces and intrastate and interstate deployments on major wildfires. He has held the ranks of firefighter, permit officer, occupational health and safety officer, third officer, second officer, brigade chief and brigade secretary.

Mr Gabites has a passion for training and has applied his professional skills to foster, train and mentor many volunteers. He has promoted the TFS and its benefits to the community by pioneering a junior fire fighter program for Hadspen Brigade. This has ensured volunteer firefighters have the skills to work safely on the fireground and at incidents. He has extended his training reach across the organisation as a volunteer training instructor and influenced work Health and Safety Policy in his role as an elected workplace safety representative.

Testament to his commitment to the welfare of volunteers, Mr Gabites has been an active member of the Volunteer Fire Brigades Association including a period as state president. He is still active in the organisation to this day, advocating for promoting policy and procedures to assist volunteer members in their duties. His peers, both career staff and volunteers, past and present, hold him in high regard and appreciate his tireless work and dedication to the TFS and members.

In 2003, Mr Gabites was nominated and accepted as a delegate on the State Council and has represented volunteers throughout the state on numerous committees and forums. Within the State Council he has held the positions of delegate, state vice president, state president and state secretary and has excelled in all positions. For his dedication to this Brigade and many years representing volunteers state-wide, he was presented with Life Membership of the Tasmanian Volunteer Fire Brigades Association in 2016.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Department of Fire and Emergency Services (Western Australia)***

**Mr Craig Brendan Garrett, WA**

A highly accomplished Level 3 incident controller, Mr Craig Garrett has managed the emergency response to numerous complex and prolonged bushfires that have threatened Western Australian communities over the past decade. A cool head under pressure, Mr Garrett's strong communication skills and calm and collected approach have been vital to keeping the public safe and informed when disaster strikes.

In the last two years Mr Garrett was the incident controller at several major bushfires which threatened lives and homes in Denmark, Stirling Ranges and the Avon Valley. A distinguished career in emergency services started with the Shire of Kalamunda in 1991, working as a fire control officer for more than 15 years before being promoted to chief bush fire control officer in 2006. Joining the Department of Fire and Emergency Services (DFES) in 2009 as the Mundaring community emergency services manager/chief bush fire control officer and promoted in 2012 to district officer, North-East Metropolitan, Mr Garrett became the inaugural superintendent of the Bushfire Centre of Excellence in 2019 – a position he holds to this day.

As superintendent, Mr Garrett has been the driving force behind the development of several courses delivered by the Bushfire Centre of Excellence that educate stakeholders on bushfire prevention and response. A respected mentor, Mr Garrett has worked one-on-one with DFES' emerging leaders in bushfire management, who credit him with having a profound impact on their professional development.



## **Australian Fire Service Medal (AFSM) in the General Division**

### ***NSW Rural Fire Service***

**Mr Michael John Gilder, NSW**

Mr Michael Gilder has been a member of the NSW Rural Fire Service (NSW RFS) for 45 years. In his teens, he joined the Brindley Park Rural Fire Brigade (now Gummun) and has held deputy captain and captain roles. Over the years, he has also held the roles of brigade training officer, Rural Fire Service Association (RFSA) brigade representative, equipment officer and community engagement officer.

Mr Gilder is an active member of the Liverpool Range senior management team and actively participates in setting the future direction of the district. He is widely respected across the district for his operational management of emergencies, leadership and effective communication across the service and partner agencies.

During the 2019-20 fire season, he demonstrated his extensive skills in local knowledge, communication, leadership and forward planning of the 'Meads West' bush fire emergency. He continues to lead fire crews at various local fires and other emergencies, having maintained his training and competence to undertake this.

Mr Gilder held the roles of divisional commander, fire ground management and RFS Liaison Officer for the large Goulburn River Section 44 fire in February 2019. This required him to face hazardous conditions on the fire-ground leading many fire crews through his area of responsibility.

Mr Gilder's knowledge, skills and business management have also contributed to the development of the brigade and district. He works closely with the ten brigades under his command and control in areas such as recruitment, business management and training/assessment of volunteer members. He is highly regarded for his efforts, leadership and capability by all those who work with him.

In 2019, utilising his management skills, he planned and managed a comprehensive multi-agency district exercise involving other emergency services, police and land managers. Organisations combined to undertake a variety of emergency management scenarios. The exercise was deemed a great success by all who attended.

Mr Gilder has provided distinguished service for 45 years.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Department of Energy, Environment and Climate Action (Victoria)***

**Ms Kathryn Gosby, VIC**

For over 30 years, Ms Kathryn Gosby has dedicated herself to the safety of Victorians in district, regional and state forest and fire roles. Commencing her distinguished career in 1988, Ms Gosby's service has taken her across Victoria to Horsham where she now serves as the recovery project manager with Emergency Recovery Victoria.¶

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As Grampians Regional Agency commander, incident controller for the Wimmera Fire District and planning officer for the Horsham Incident Control Centre, Ms Gosby is relied on for her honest and open assessments of situations and trusted to provide practical solutions.¶

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Ms Gosby has led the response as a Level 3 incident controller/deputy incident controller, including the Langkoop – Edenhope – Penola Road fire which burnt nearly 7,500ha in western Victoria on New Year's Eve 2021; multiple deployments to the Tambo and Snowy Complex fires between 25 December 2019 and 8 February 2020 during the Black Summer 2019-20 bushfires; and managing the first response and suppression activities at the Little Desert – Desert Discovery Walk and Pumpjack Track fires in November 2020, which were the largest bushfires on Victorian public land in that year.¶

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With extensive senior management experience, Ms Gosby's expertise in forest management has contributed to an understanding of the need for work to continue after the bushfire is under control to ensure successful demobilisation of personnel and other resources. Ms Gosby's active roles during the 2022-23 Victorian floods, 2021 Yallourn Mine Flood, COVID-19 and recovery activities following the localised tornado in Horsham in December 2020 as well as post-fire rehabilitation after the Great Divide bushfires in 2006-07 encapsulate her 'all emergencies' philosophy.¶

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In 2020 Ms Gosby became the first woman to achieve the Level 3 incident controller accreditation within Victoria's emergency management agencies. A highly respected leader among her peers, the accreditation is a tribute to her operational knowledge, determination and commitment to serving Victoria during an emergency response. Finally, as a trailblazer and inspirational role model, Ms Gosby continues to support other women to achieve their potential in emergency management and advocates for all staff to embrace the opportunities to develop themselves through their service in emergency roles.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Department of Energy, Environment and Climate Action (Victoria)***

**Mr Stephen Roy Grant, VIC**

Mr Stephen Grant has been with the Department of Energy, Environment and Climate Action (DEECA) and previous departments for more than 37 years. He has been involved as an operational firefighter, air attack supervisor, Level 3 incident controller, regional controller and state agency commander across almost all the significant campaign fires and Class 2 emergencies that have challenged the Victorian Emergency Management sector. He has maintained his training and responds to emergencies when required.

Mr Grant is currently the program manager for Class 2 Emergency integration across DEECA. Mr Grant has made a significant contribution as an operational firefighter and has managed some of the most devastating fires that Victoria has faced. As Mr Grant gained experience, he converted his operational knowledge into developing Forest Fire Management Victoria's (FFMVic) younger cohort of operational firefighters into incident controller's.

Over the last 20 years of Mr Grants' career, he has been leading the development, delivery, mentoring and training of all the incident controllers across FFMVic staff, providing them with the benefit of his wealth of knowledge and practical experience. Mr Grant and the DEECA Workforce Development Unit were nominated and successfully won multiple awards for the development of an online training module ensuring incident controllers could continue to be trained and progressed during the COVID-19 pandemic and subsequent lock downs through 2020.

Mr Grant's intimate understanding of emergency management arrangements across Victoria has been reflected in his current involvement in the integration of Class 2 emergencies across the DEECA portfolio. The benefits across the emergency management sector and DEECA of having a very experienced emergency management practitioner delivering critical training has been illustrated by the professionalism and quality of the Department's current cohort of incident controllers.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Country Fire Authority (Victoria)***

**Ms Paula Louise Grosveld**, Longford VIC 3851

For 36 years, Ms Paula Grosveld has been devoted to protecting her community through her membership with the Country Fire Authority (CFA) Golden Beach Fire Brigade and the Banksia Group. Since 1987, Ms Grosveld has held several roles including group secretary, deputy group officer, volunteer trainer assessor, and is currently serving her 18th year as captain of the Golden Beach Fire Brigade.

Her ongoing commitment to her community and to CFA members across the Southeast Region is demonstrated through her dedication to the support and elevation of volunteers throughout CFA. An ambassador to women in fire brigades, Ms Grosveld is a trusted peer and mentor to fellow captains, group officers and members throughout southeast Victoria and Gippsland.

Throughout her many years of service, she displays a calm commitment in her role as a firefighter within her own community at Golden Beach, as well as her deployment to several large-scale emergencies including the ACT fires in 2001, the Delburn (Victoria) complex of fires in 2009, the Dargo (Victoria) fires of 2017, and more recently, the Black Summer fires of 2019-20.

Across her many years of exemplary service, Ms Grosveld's passion and enthusiasm continues to make an impact. In addition to her role as captain of the Golden Beach Fire Brigade, she is also on the district 10 training committee, Occupational Health and Safety committee for Banksia Group, and a member of the Volunteer Fire Brigade Victoria (VFBV) Executive for District 10.

Ms Grosveld is admired across the Southeast Region for her tenacity and selflessness in driving the sustainable growth of young and emerging leaders throughout CFA, in the continued pursuit of protecting Victorian communities against devastating environmental events.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Tasmania Fire Service***

**Mr David John Hean**, Bronte Park TAS 7140

Mr Hean has been a volunteer for both Tasmania Fire Service and the State Emergency Service since 1980 when he joined the Dunalley Fire Brigade. During this time, Mr Hean has received several awards recognising his service with diligence and integrity.

As well as a volunteer firefighter Mr Hean is a member of the State Emergency Service in Road Crash Rescue, Storm Damage and Traffic Control with search and rescue. He attends both fire and SES incidents primarily on his own due to the remoteness and isolation of the units. Mr Hean frequently spends hours alone and attends these incidents at any time of day and night.

Mr Hean often leaves his place of work to assist many members of the public during inhospitable weather conditions, both in his private time and as a volunteer in emergency services. Mr Hean is a fire permit officer conducting inspections for landowners prior to burning operations. He conducts training sessions for new members of his own Tasmania Fire Brigade and State Emergency Service units and for neighbouring brigades and units.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Queensland Fire and Emergency Services***

**Mr David John Heck**, Chambers Flat QLD 4133

Mr David Heck commenced service as a volunteer rural firefighter with Queensland Fire and Emergency Services (QFES) in September 1993. He has continued his service in a range of frontline roles in various rural fire brigades for over 29 years and is currently a rural fire support officer in South East Queensland, a volunteer rural firefighter and first officer of the Chambers Flat Rural Fire Brigade and fire warden for various districts.

As a volunteer he has demonstrated exemplary service to both local communities and interstate. He is recognised as having outstanding operational capability around command and control during frontline service and is a highly respected leader.

Mr Heck mentors other officers during operational incidents, by guiding and supporting them to ensure they obtain the skill to manage a complex incident. He has developed highly trained volunteer firefighters for many brigades which has directly built capability for an effective response within local communities. His long-term commitment to delivering training is commendable.

Mr Heck has led many deployments, both intrastate and interstate, using his exemplary leadership to provide an operational capability to communities in need. During the 2019-20 fire season, he significantly contributed to the management of the large fires at Sarabah and Boonah. Between September and November, he undertook the role of divisional commander for weeks on end. His ability to implement strategic firefighting operations and keep all firefighters safe is a credit to his operational ability and his deep knowledge of fire behaviour.

Mr Heck's commitment to both frontline service and training have made an outstanding contribution the safety of the Gold Coast and the wider South East Queensland community and his selfless dedication to QFES and volunteer firefighting is exemplary.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Fire Rescue Victoria***

**Mr William Gordon Johnstone, VIC**

Country Fire Authority (CFA) Regional Commander William (Bill) Johnstone would be considered one of the most experienced and insightful leaders in emergency services. His extensive 46 year fire service career started as a volunteer at Gisborne fire brigade as a junior in 1977, before progressing to the senior volunteer ranks over a 23 year period. He has maintained his training and responds to emergencies when required.

During this time Mr Johnstone undertook a firefighting career with the Australian Aviation Rescue Fire Fighting Service (ARFFS) based in Cairns. It was here that Mr Johnstone proved his exceptional empathy and operational experience in the well-known Hinchinbrook Island rock rescue on the evening of 9 April 2017, where a rock climber was trapped under a large boulder for 40 hours.

Mr Johnstone went on to join the career ranks at the CFA in 2000, working extensively in operational management across the state of Victoria. The Loddon Mallee Region of Victoria became Mr Johnstone's home for a considerable period undertaking various roles as operations officer, manager, and regional commander.

His leadership skills have been utilised extensively throughout major floods, fires, and with the unfortunate and devastating Kerang train crash in 2007. Mr Johnstone was an integral manager and leader following the 2014 Hazelwood Open Cut Mine fire and the establishment of a newly formed CFA District 27 positioned for the high-risk environment of Victoria's and interstate power supply for a three-year period.

Mr Johnstone has led development and foresight planning in all emergency sectors and has been the lead regional controller for the recent major floods across the north and northwest of Victoria over a three-month period. Mr Johnstone's distinguished management and influence in the emergency services sector is exceptional and has proven to be significant to the successful response and recovery of major areas of Victoria's communities.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***NSW Rural Fire Service***

**Mr Paul William Jones**, Karabar NSW 2620

Mr Paul Jones has been part of the fire and emergency management sector since 1984. He commenced as a retained fire fighter with the then NSW Fire Brigade in Taree and four years later joined the ACT Fire Brigade where he remained for nine years. In the ACT, Mr Jones attained a senior fire fighter role and qualified as a station officer. He became a specialist in vertical, confined space and road crash rescue and a specialist trainer. In 1994, he joined the Williamsdale Rural Fire Brigade (NSW RFS) as a volunteer fire fighter. In 1997, he was appointed learning and development officer in the RFS Cessnock district.

He led the provision of quality training across his district and other areas, due to his skills and technical knowledge of structural firefighting. In August 2007, Mr Jones was appointed manager Hunter Valley district. He led the district through several large fires and became a well-respected leader to the members.

He was an active volunteer firefighter of the North Rothbury Rural Fire Brigade in the Lower Hunter between 2009 and 2019. In 2016, he transferred to The Lakes team on the NSW mid coast, before settling into his current role as district manager Lake George in 2019. He has led members through numerous large fires, including the unprecedented 2019-20 fire season.

Mr Jones has managed many challenging fires across NSW and other jurisdictions and is recognised as one of the most experienced incident controllers in NSW. In 2017 he undertook an incident controller role when deployed to Canada. His skills have also been utilised internationally in Malaysia and Singapore as part of development and officer exchange programs.

He currently represents the NSW RFS on the Australasian Fire and Emergency Services Council Urban Operations Group. He has been instrumental in improving and implementing new infrastructure in districts he has worked, along with developing the capabilities of local members to ensure the highest level of service to the community. Mr Jones has given distinguished service throughout his 39 years as volunteer and salaried officer.



## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Fire Rescue Victoria***

**Mr John Katakouzinis, VIC**

Mr John Katakouzinis of Fire Rescue Victoria (FRV) has made an exceptional contribution to fire services and communities across Australia. With a 32 year fire service history, he commenced with the Country Fire Authority (CFA) as a volunteer firefighter at Springvale, Victoria, in 1991, later being employed as a career firefighter in March 1999.

Mr Katakouzinis has been an operational firefighter across many parts of Victoria, predominantly in the southeast. He has held frontline positions from firefighter to assistant chief fire officer and is currently appointed as commander of aviation, based at CFA Headquarters seconded from Fire Rescue Victoria (FRV). He has maintained his training and operational response.

Mr Katakouzinis is an inspirational leader and mentor who consistently looks for ways to improve firefighter and community safety through improvements and innovation. His performance is exceptional, being instrumental in championing many initiatives in the field of fire service aviation and rescue. He has led the research, design, development and delivery of the fire aviation flight simulator for Victorian agencies. This level of innovation embraces the safest, best technology and equipment that the aviation world has to offer.

Mr Katakouzinis has distinguished himself through his passion for standardised training in fire aviation and rescue. His exceptional contribution to improving safety and interoperability extends across state and national levels, including safer rescue equipment and the development of a fire aviation flight simulator; the first of its kind for Australia.

Mr Katakouzinis has received several fire service awards for his involvement and leadership at the Commonwealth Bank fire-bombing in Springvale and a devastating house fire in Dandenong, Victoria. Mr Katakouzinis has truly made a distinguished and significant contribution to fire services, rescue operations, fire aviation training and to Australian communities throughout his fire service career.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Fire Rescue Victoria***

**Mr Costa Katsikis, VIC**

Mr Costa Katsikis has dedicated his career to the enhancement of community and firefighter safety through diligently serving in both Fire Rescue Victoria (FRV) and its predecessor the Metropolitan Fire Brigade (MFB) for over 34 years (1988 to present). He has attended numerous emergencies including the East Gippsland bushfires (2019-2020) and continues to be dispatched to large-scale events.

He has excelled in a wide range of operational frontline ranks and roles culminating in his current position as assistant chief fire officer of Central District Operations. Over an extensive period and broad spectrum of emergency events, Mr Katsikis has proven to be an exceptional crisis manager who is a well-trained and prepared adaptive critical thinker. He is skilled at dealing with unforeseen and rapidly evolving circumstances during emergencies. He exhibits decisiveness with an ability to make the right decisions in the face of difficult circumstances. He is open-minded, cool-headed, and a good listener.

Mr Katsikis displays a passion for educating, mentoring, and developing operational employees whilst promoting gender equality, and the ongoing engagement of men in the prevention of violence against women. His commitment supports FRV showcasing organisational commitment to becoming an employer of choice for women. His commitment to sharing knowledge and developing others continues to be demonstrated through his inclusive and encouraging leadership and management of the people he leads. He excels in these activities with regular staff meetings, exploring personal development opportunities, and providing career advice.

Mr Katsikis has been instrumental in the development and implementation of new technology, equipment, operating systems, and processes to ensure a safer workplace, improved responder health and safety, and an enhanced emergency response capability for the state of Victoria. He actively engages with all staff, he is admired, respected, and modelled by individuals seeking a mentor. Mr Katsikis displays an uncanny ability to successfully challenge culture, manage change in a positive way, and lead in a way that others want to follow.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Fire and Rescue NSW***

#### **Assistant Commissioner David John Lewis, NSW**

Assistant Commissioner David Lewis joined Fire and Rescue NSW (FRNSW) in May 1989, and has served for 34 years. He has provided dedicated and exemplary service at a state, national and international level.

Starting as a recruit firefighter and working his way through FRNSW operational firefighter ranks, Assistant Commissioner Lewis has attended countless emergency incidents across and beyond the range of FRNSW capabilities. With many years of extensive frontline experience as a firefighter and frontline incident commander, he continuously places the safety of his community and fellow firefighters above that of his own.

Assistant Commissioner Lewis also provided comprehensive reviews of FRNSW bushfire fighting response following service through several bushfire seasons. Many of his recommendations have led to improved firefighter safety and operations. He has gained wide operational and leadership experience, particularly within the highly demanding and complex areas of Urban Search and Rescue (USAR) and disaster response. His leadership and professionalism are known and sought after globally and he has consistently gone above and beyond the call of duty, selflessly contributing and mentoring emergency services personnel to be better prepared and trained for disasters and other emergencies.

His commitment to strengthening and maintaining domestic and international relationships has been the cornerstone of FRNSW progression as a globally recognised emergency service provider. Assistant Commissioner Lewis is widely respected for his ability to collaborate, instigate change, improve safety, and provide a common focus of saving life in the extremely challenging world of USAR and disaster response. His distinguished service includes disaster deployments to the Christchurch Earthquake, the Samoa Tsunami, and the Vanuatu Cyclone.

Assistant Commissioner Lewis is highly regarded amongst his peers, the international USAR fraternity, and other emergency service personnel throughout NSW and Australia. Known for his professionalism, passion, knowledge, and dedication to helping others in their time of need, this is shown through numerous mentor requests from International USAR teams ensuring their success in qualification or requalification exercises. Whilst Assistant Commissioner Lewis' operational achievements are outstanding, it is his selfless leadership qualities that sets him apart, consistently demonstrating compassion, patience, and integrity.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Fire and Rescue NSW***

**Mr Jamie Grant Loader**, Wyong NSW 2259

Mr Jamie Loader joined Fire and Rescue NSW (FRNSW) in December 2002 and has served for 21 years. As the Captain of Wyong fire station, Mr Loader is the officer in charge at an emergency incident, responsible for the safety of all crew members and determining the appropriate strategy to resolve the incident. He ensures the safety of the community during these hazardous, high pressure and time critical environments.

During the 2019-20 bushfires he demonstrated exceptional leaderships skills, mentoring and guiding new firefighters under extreme pressure. His decision-making during this critical period of state-wide emergency contributed to the overall organisation saving countless lives and properties. Wyong Fire Station Class 1 tanker was deployed continuously for close to 11 weeks throughout the devastating bushfire season, Mr Loader lead from the front exhibiting the contribution required to support the community statewide.

Mr Loader has been at the forefront of numerous critical incidents including structure fires, wildfires, natural disasters, major accidents, and HAZMAT incidents. He is a big believer in supporting the crew from day-to-day life to critical incidents, and he has operational structures in place that involve the entire station management team.

Mr Loader has gained wide operational and administrative experience within FRNSW and has been a long-time advocate and participant in the FRNSW Firefighter Championships. The Championships showcase the technical and operational skills of firefighters and spread the message of preparedness and prevention within the community. He has supported the Firefighter Championships Association's (FCA) Board for several years and ensures that continuing the legacy is upheld.

Mr Loader is a leader and a mentor, demonstrating high levels of professionalism and commitment throughout his career with FRNSW. He has fostered a motivated team of firefighters who are dedicated to response times, firefighter safety and effective training, clearly reflecting the Championships mission to develop, maintain and enhance the operational skills of firefighters to the community.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Queensland Fire and Emergency Services***

**Mr Paul Mardon**, Pomona QLD 4568

Mr Paul Mardon began his career with Queensland Fire and Emergency Services as an auxiliary firefighter at Cooran Station in 2006. He was quickly identified as a dedicated firefighter with key leadership abilities.

Throughout his 17-year career as an auxiliary firefighter, Mr Mardon has progressed from auxiliary lieutenant to auxiliary captain, whilst also serving as full time firefighter for over a decade. While continuing his frontline service as an auxiliary captain, Mr Mardon has been a pinnacle leader in training auxiliary firefighters and enhancing the operational capability across the North Coast region of Queensland. His focus was initially on general firefighting skills, but he soon became an expert in HAZMAT and road crash rescue, becoming an instructor in both fields.

Since 2010, Mr Mardon has trained, mentored, and supported over 1,000 auxiliary firefighters. He has been instrumental in the tactical leadership of several large incidents and was amongst the first crews in attendance at the devastating 2019 Noosa bushfires.

Mr Mardon's outstanding dedication to firefighter training, his exemplary leadership and his highly skilled frontline service has made a significant impact towards keeping the Cooran, Pomona, and wider Queensland community safe.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Queensland Fire and Emergency Services***

**Assistant Commissioner Gary David McCormack**, Birtinya QLD 4575

Assistant Commissioner Gary McCormack joined Queensland Fire and Emergency Services (QFES) in the fire and rescue service stream as a firefighter in 1995 and was promoted to station officer in 2005. He has held a range of roles in the rural fire service stream of the organisation since being appointed area director, Rural Operations in 2008 including manager, Bushfire Safety from 2012; regional manager, Rural Operations from 2014; director, Rural Operations from 2015 and has acted in the role of assistant commissioner, Rural Fire Service for multiple periods from 2017.

Assistant Commissioner McCormack has held this position with the North Coast region since 2019. He has rendered distinguished service to the people of Queensland and to QFES for 28 years, with a history of outstanding performance and leadership across multiple hazards at local, regional and state level. This has extended to all QFES services including Rural Fire Service, Fire and Rescue Service, and the State Emergency Service.

Assistant Commissioner McCormack's contribution to operational capability and community resilience is exemplified by his key leadership roles in numerous significant emergency events. These include commander of State Operations during significant parts of the Queensland bushfire season in 2018; commander, North Coast Regional Operations during the major 2019 Peregian bushfire, the 2020 K'gari bushfire and during multiple floods in 2022.

Assistant Commissioner McCormack has served with distinction throughout his career, making a valuable contribution to QFES through his inspirational leadership and dedication and is commended for always prioritising the safety of the Queensland community.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Fire and Rescue NSW***

**Mr John Columba McGarvey**, East Gosford NSW 2250

Mr John McGarvey has made a consistent, dedicated, and selfless contribution to firefighting, community safety and mental health education since joining Fire and Rescue NSW (FRNSW) in 2005. He is a passionate firefighter and has worked diligently on his training to achieve his vertical rescue accreditation as well as his Urban Search and Rescue qualifications. His work history demonstrates a shared ideology of community, diversity, and mental health awareness.

Throughout his 17-year service as an operational firefighter, Mr McGarvey has attended numerous emergency incidents including structure fires, hazardous material incidents, bushfires including 2019-20 black summer campaign, storm and tempest events, continuing the safety of community above his own.

Mr McGarvey has provided a wide range of critical incident interventions, education sessions, and one-on-one support, where he has leveraged his expertise and insights to help first responders overcome the challenges they face in their work and personal lives. He has also been a critical presence on scene at major incidents and has played a pivotal role in providing family support. His contribution has been recognised both externally and internally leading to several award nominations.

Mr McGarvey is responsible for the development of a confidential system for peer team members to record and report their peer support activities, which saw an increase in reporting, helping inform a wider peer team governance framework. He also co-developed a peer led 'Good Mental Health for Fire Fighters' presentation which was instrumental in promoting mental health awareness, breaking down stigma and providing firefighters with information on seeking professional and social support.

Mr McGarvey facilitated mental health first aid training for members of FRNSW and other external agencies in response to the 2019-20 Bushfire emergency and rolled out a mindfulness and resilience program for first responders. The program empowers leaders to build real connections, as well as withstand and recover from the difficulties faced by first responders every day.

Mr McGarvey's contributions to the firefighting community in New South Wales have been nothing short of exceptional.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***ACT Fire and Rescue***

#### **Mr Gerald Peter Muhldorff, ACT**

Mr Gerald Muhldorff joined ACT Fire & Rescue (ACTF&R) on 12 June 1997 after having served nine years as a firefighter in the Royal Australian Navy. Mr Muhldorff joined with the first intake of lateral recruits inducted by ACTF&R. Throughout the past 26 years, Mr Muhldorff has demonstrated an unwavering commitment to the study, training, and practice of fire investigation, specifically fire cause determination.

Mr Muhldorff attained the rank of station officer on 7 September 2006, and continuously proves to be a valuable member of ACTF&R and ACT Emergency Services Agency. Whilst a firefighter, Mr Muhldorff undertook study in the field of fire investigation and subsequently worked as an investigator, and as the ACTF&R Fire Investigation Coordinator. He has maintained all operational requirements and training and still participates in active frontline operations on a regular basis.

The role of a fire investigator is to establish fire cause and determination post fire, which can be an extremely complex science. Mr Muhldorff has proven to be an expert in this field and has represented ACTF&R on numerous occasions as an expert in courts of law. Mr Muhldorff has also excelled as an instructor and mentor for staff from ACTF&R, Australian Federal Police, and various other agencies.

Due to his expertise and experience, Mr Muhldorff was selected to be a member of a joint service Australian contingent who were tasked with providing fire investigation training to military officers in Thailand and the Iraq Police service training conducted in Australia. The science of fire investigation is to analyse the cause of a fire, to provide information and ultimately protection to operational crews through the outcomes of this investigation process. Comprehensive fire scene investigation determines fire behaviour which informs directly how operational crews contend with the incident scene.

The work undertaken by Mr Muhldorff has significantly added to the safety of responding ACTF&R crews. Fire investigation is difficult, dirty, and exhausting work. The conditions encountered are hazardous in nature, and practitioners are required to undertake their work until a determination is made. This requires dedication and focus which Mr Muhldorff has demonstrated on many occasions.



## **Australian Fire Service Medal (AFSM) in the General Division**

### ***NSW Rural Fire Service***

**Mr Barry William Myers**, Kariong NSW 2250

Mr Barry Myers joined the Kariong Brigade in 1994 and has held the positions of deputy captain, senior deputy captain, and captain. In 2003, he was elected deputy group captain and group captain from 2008 to 2018. Following a short break after moving out of the area, Mr Myers returned to a group officer position in 2020 and currently holds the rank of group captain (Central Coast District). He is also an active member of the Kingswood Brigade in the Tamworth area.

In addition to operational leadership roles, Mr Myers has held positions of president, vice president and brigade training officer. Throughout his 28 years of service, Mr Myers has shown exceptional leadership skills in operations, brigade management and mentoring. Within the Central Coast, Mr Myers has undertaken significant operational leadership roles in the 2001, 2002 and 2019 major bush fire events; the 1998 Newcastle Disease outbreak; and the 2007, 2015, 2021 and 2022 East Coast Low and flood events. Out of area deployments include the 2017 and 2022 Northern NSW floods, the 2019-20 black summer bush fires and deployment in 2023 to the Northern Territory to support the first nations people and the community in the Alice Springs area.

Mr Myers' willingness to travel around NSW, and to other states, supporting communities in need is unwavering and his compassion towards those communities impacted is synonymous with his kind-hearted nature. He supports members through the local Group Officer Mentoring Program to ensure operational leadership capability into the future and is a role model for many members.

For the past three years, Mr Myers has provided significant logistics and maintenance support to the district, often volunteering five days a week in this role. These duties have ensured the fleet and associated firefighting equipment is maintained and operational. The distinguished service and commitment demonstrated by Mr Myers to the NSW Rural Fire Service and the NSW community is outstanding.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***NSW Rural Fire Service***

**Mr George Alfred Nicholson**, Mudgee NSW 2850

Mr George Nicholson joined the Grattai Rural Fire Brigade in 1978 and has been a dedicated and diligent member of the NSW Rural Fire Service (NSW RFS) for 45 years. Mr Nicholson's pragmatic, unassuming leadership style and ability to 'just get the job done' led him to be elected a group officer in 2014, a role he continues to undertake with the utmost integrity and professionalism.

Mr Nicholson's extensive local knowledge, advocacy and understanding has been instrumental in supporting brigades in the Cudgegong District Rural Fire Service with recruitment, training and improving equipment and facilities. Mr Nicholson can be credited with implementing firefighting strategies at several major fires, saving countless lives and assets. Notably in 2017, he was divisional commander on the day the Kains Flat fire started in catastrophic conditions. He calmly and safely led crews to successfully hold the fire's progression, saving a village, as well as mining and critical electrical infrastructure.

In March 2023, he worked tirelessly during the Alpha Road fire, when entrusted to lead firefighters in the extreme conditions and difficult terrain for many consecutive days. Mr Nicholson's distinguished service with the NSW RFS is worthy of recognition.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Fire Rescue Victoria***

**Mr Damian Paul O'Toole**, Eildon VIC 3713

During a career of over 34 years, Mr Damian O'Toole has demonstrated professionalism, leadership, tenacity, and passion for specialist knowledge and skills within fire and emergency services. He has been involved in executing his leadership, specialist knowledge, and skills throughout Melbourne and Victoria at complex fire, rescue, and emergency incidents including the 2009 Black Saturday bushfires.

Mr O'Toole has recently concluded 10 years as a full-time fire investigator in the State Fire Investigation Unit (SFIU) at Fire Rescue Victoria (FRV) and has maintained his training to respond to emergencies. This longevity has been achieved by only a few dedicated fire investigators within the ranks of the Metropolitan Fire Brigade (MFB) and FRV. Mr O'Toole's prolonged tenure in the SFIU represents a distinguished career as a professional firefighter encompassing many specialist roles which are inherently hazardous in their nature and execution.

During Mr O'Toole's service in SFIU he has worked tirelessly to provide accurate fire cause and origin determination in the pursuit of enhancing fire safety outcomes for the community. He has provided training and mentoring to many of FRV's current cohort of fire investigators and training to Victoria Police Detective Training School in fire investigation.

Mr O'Toole has endured not only hazardous environmental and emotionally distressing conditions during his many fire investigations but has also been subpoenaed to and represented the former MFB and FRV in several court arenas including the Coroners and County courts providing vital evidence from his investigations and in most cases years post-investigation.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***NSW Rural Fire Service***

**Mr John Thomas Page, NSW**

Mr John Page joined the Coaldale Brigade in 1973. In 2001, he was elected captain, a position he held for nine years. His dedication, knowledge and skills in relation to firefighting were then recognised by his appointment in 2010 to the position of group captain (Clarence Valley district), a position still held today.

Mr Page is a trusted leader and quiet achiever who makes good judgement calls under pressure and shows reliability and commitment, attending many incident callouts in the district over many years. He has demonstrated a committed approach to membership of the NSW Rural Fire Service (NSW RFS) and has been heavily involved in mentoring and training of members. This has been particularly difficult in the remote rural areas under his command, however his perseverance and patience are seeing many brigades in his group area step up and participate in current training pathways.

He has also held the roles of brigade president, permit officer, first aid officer and Rural Fire Service Association representative. Mr Page has been active in many local and out of area fire campaigns, including the most recent 2019-20 fire season where, as divisional commander, he led several Clarence Valley crews working under difficult conditions to protect life and property. Despite himself and the crews under his command being faced with many scenes of devastation and destruction, his resolute leadership complemented the determination of the crews resulting in several properties and lives being saved in the Coongbar area.

Mr Page's distinguished service has been of significant benefit to the NSW RFS, the Clarence Valley district and his local community. Mr Page is recognised for his outstanding contributions as a volunteer over many years as a member of the Coaldale Brigade and group captain in the Clarence Valley district.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***South Australian Metropolitan Fire Service***

**Mr Peter John Reynolds**, Netherby SA 5062

Mr Peter Reynolds joined the South Australian Metropolitan Fire Service (SAMFS) on 10 July 1989. He was promoted to the rank of senior firefighter in 1997, station officer in 2004, district officer in 2011 and then to commander in 2012. Over his career, he has served at Adelaide, Prospect and North Adelaide fire stations, as well as roles in a range of SAMFS departments such as Community Safety and Resilience, Learning and Development and the Communication Centre.

Mr Reynolds is a hardworking and dependable person, with a meticulous attention to detail. He is a highly respected firefighter that other staff often rely on and go to for advice. As a leader, he is seen as inspirational, a mentor and a change manager. He regularly undertakes extra duties in his personal time to support the wellbeing of his colleagues.

Mr Reynolds maintains his operational expertise and requisition of skills as an operational firefighter and is readily available for active deployment as needed. He has been deployed on several occasions in response to national emergencies including the 2009 Victorian bushfires and the 2019-20 Kangaroo Island bushfires.

Since 2015, he has been the elected chairman of the Fire Service Fund (the Fund) which is a “member funded charity” supporting his firefighting colleagues and their families. Upon joining the Fund, Mr Reynolds quickly became an active and hardworking member, with a particular focus on ensuring the upkeep and maintenance of the Fund’s four rest and rehabilitation properties which support the health and wellbeing of firefighters.

Mr Reynolds has prioritised the wellbeing of others and the success of the SAMFS before himself, dedicating his efforts to helping others and improving the fire service. His actions and commitment exemplify loyalty, respect, integrity and selflessness. This has been demonstrated at many levels, well beyond the normal call of duty.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***NSW Rural Fire Service***

**Mr Barry Lawrence Richard, Oberon NSW 2787**

Mr Barry Richard joined Blaxland brigade in 1965 and was the Foundation Captain of the Jenolan Caves Rural Fire Brigade in 1979. He was elected a life member of the brigade in 2018. Being one of the founding members of the brigade in 1979, he was elected captain and served through to 2002, then deputy Group Captain and Group captain for Chifley Lithgow.

During the 2019-20 devastating fire season, Mr Richard was appointed a divisional commander in the Jenolan Caves/Oberon sector, as part of a strike team with other agencies to save Jenolan Caves House, as well as working on the western edge of the Green Wattle Fire. Jenolan Caves House was surrounded by fire and he worked with other fire agencies to ensure the area was protected. He and his team were isolated with no way in or out of the valley and had to shelter in place under the grand arch as the fire swept through.

Mr Richard remains active and responds to remote locations where terrain is difficult to access with large fire trucks. His love and passion for the New South Wales Rural Fire Service (NSW RFS) is evident through his ongoing commitment to the Chifley Lithgow brigade, making sure that all training is up to date and is currently the First Aid trainer for the Chifley Lithgow District to ensure the brigades can best support the community in times of need.

Mr Richard continues to be a strong leader for the Chifley Lithgow district, willing to provide mentoring, support and direction in operational and non-operational activities. He has served the NSW RFS with distinction for over five decades.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Queensland Fire and Emergency Services***

**Mr Colin Ross Santacaterina**, Childers QLD 4660

Mr Colin Santacaterina commenced service with Queensland Fire and Emergency Services (QFES) as a volunteer rural firefighter in February 1980. Since that time, he has served in a range of frontline roles including at Childers Fire and Rescue Station where he held the position of auxiliary captain for close to 20 years. He is currently continuing his service as a volunteer rural firefighter at the Childers Rural Fire Brigade.

On 23 June 2000, Mr Santacaterina was one of the first four firefighters to respond to the Palace Backpackers Hostel fire in Childers where he helped rescue 76 people from the building, including 20 who were stranded on the roof. He was one of two firefighters to enter the burning building.

Mr Santacaterina is an outstanding community leader who gives countless hours to attend brigade activities, with roles including vehicle and building maintenance, hazard reduction activities, training, and countless fires. He is often the first to be there to assist and his level of commitment is outstanding. He is highly respected for his knowledge, professionalism, experience, and leadership skills.

Mr Santacaterina has made a significant contribution to the safety and wellbeing of the community of Childers throughout his 41-year career. He continues to provide exemplary, dedicated service to QFES and the Queensland community.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Department of Fire and Emergency Services (Western Australia)***

**Mr Christopher Lindsay Scott, Gelorup WA 6230**

Battling bushfires for over 55 years, Mr Christopher Scott has lived and breathed emergency services since joining Western Australia's Bush Fire Service as a teenager. Signing up with Elgin Bush Fire Brigade at just 16 years old, Mr Scott now manages the welfare and development of more than 120 volunteer firefighters as the chief bush fire control officer for the Shire of Capel in the State's bushfire-prone South West, covering more than 550 square kilometres.

Empathetic, respectful and patient, Mr Scott's leadership has empowered volunteers to reach their full potential. Shire of Capel bush fire brigades have taken their incident response capability to the next level under Mr Scott's training methodology, gaining a newfound confidence and the ability to work together as one cohesive unit at bushfire incidents. Passionate about the welfare of volunteers and families affected by bushfires long after an incident has concluded, Mr Scott is highly regarded by his colleagues and interagency partners.

An active frontline firefighter, Mr Scott is on-call 24/7 throughout WA's high-threat period, responding to a variety of emergency incidents, often called out at short notice for extended periods of time. For the past 20 years he has been primary contact on the 000 agreement (answering every call to turn out brigades at all times of the day and night) and attended nearly every second alarm and above fire in the Shire of Capel.

During 2022 and 2023 Mr Scott has taken on the high-pressure role of incident controller at the majority of bushfires and multiple structure fires impacting the Shire of Capel. He is a steadying influence during times of crisis and leads with conviction. He was deployed to the Waroona-Yarloop bushfires in January 2016 as a sector commander, working in extreme and challenging conditions to halt the progression of large and destructive fires that burnt 69,000 hectares.

A staunch supporter of WA's 26,000 bushfire volunteers, Mr Scott has attended countless meetings, forums and functions over the past two decades to help deliver better outcomes on bushfire prevention, preparedness and response.



## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Northern Territory Fire and Rescue Service***

#### **Mr Stephen Ronald Sewell**

Mr Stephen Sewell joined the Northern Territory Fire and Rescue Service (NTFRS) in 2009, following the completion of his 20 years' service in the Australian Defence Force (ADF). Throughout his 13 years with NTFRS, Mr Sewell has fulfilled his duties as a firefighter and continued to provide support and guidance in his leadership role as station officer, before securing a position within the NTFRS executive team in 2020 as deputy chief fire officer for the Territory Operations Command. In this role he ensures effective responses to urban and rural fire or emergency related incidents through the Territory, utilising contemporary command and control philosophies.

While performing as station officer for the Training Command, Mr Sewell's knowledge and expertise in creating the Leadership Development Program, which saw senior firefighters qualify as leading firefighters, provided mentoring and invaluable training to his colleagues and the next wave of emergency responders. He plays a vital role in ensuring the safety and wellbeing of the people of the Northern Territory.

Mr Sewell is highly dedicated to the NTFRS. During his tenure, he has been deployed to New South Wales as a strike team leader to assist with the Bushfires 2019-20. He operated as the planning officer for the Territory Emergency Operations Centre during the pandemic, drawing from his experience and background in the ADF and NTFRS.

In May 2023, Mr Sewell deployed to Alberta, Canada, as part of an Incident Management Team. He led up to 150 firefighters, 60 pieces of plant and machinery and 17 aircraft. He spent 28 days on the frontline in the Slave Lake Forrest Area and was instrumental in stopping a fire from destroying the township of Sweathouse. Thankfully residents did not have to evacuate their homes, and the town sustained no structural damage. His compassion and empathy towards those in need has positively impacted the lives of many.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Fire and Rescue Service of Western Australia***

**Mr Craig James Stewart**, Moondyne WA 6566

Developing a passion for emergency services as a volunteer with Toodyay Central Bush Fire Brigade in the fire prone Wheatbelt region, Mr Craig Stewart has become a sought-after voice on the strategic direction of bushfire management in WA over a career spanning 25 years.

Mr Stewart joined Toodyay Central Bush Fire Brigade in 1998 before becoming a fire control officer for the Shire of Toodyay in 2010. A natural leader, he was promoted to chief bushfire control officer in 2014 and for the last nine years has worked closely with the Wheatbelt community to ensure they are prepared for the dangers of each bushfire season.

Approachable and passionate about sharing his knowledge on bushfire mitigation, Mr Stewart always makes himself available to answer questions about preparing properties for bushfires and what people need to do in the event of an emergency. A sharp operator, Mr Stewart's exceptional incident management skills came to the fore at the Avon Valley Bushfire in January 2023, where he was part of the incident management team that brought several bushfires that had broken out in the area under control within 24 hours before the flames could destroy lives or homes.

Dedicated to improving the ways WA manages the threat of bushfires, Mr Stewart has spent many hours providing input to numerous committees and working groups. His insights were pivotal to successfully implementing the Australian Fire Danger System across WA leading up to the 2022-23 high-threat period, assisting the Department of Fire and Emergency Services evaluate the impact of this major reform.

Additionally, Mr Stewart joined the Toodyay Volunteer Fire and Rescue Service in 2017, where he remains an active member. He attends weekly training sessions and regularly responds to emergency incidents such as road crash rescues and structure fires.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Country Fire Authority (Victoria)***

**Mr Ross Michael Sullivan**, Lysterfield South VIC 3156

Mr Ross Sullivan is a dedicated and committed Country Fire Authority (CFA) deputy chief officer who has, through his whole career exemplified the values of CFA at all levels of his employment. He has shown talent and commitment in the development of technology, especially with the structural and urban vehicle fleet and his knowledge and understanding of equipment has ensured CFA is at the forefront in the way equipment is developed, deployed and utilised.

Mr Sullivan has excelled in his role as deputy chief officer for the North East region. His understanding of CFA and the requirements of the organisation are clearly demonstrated in the way the members consistently deliver outstanding service to the community. He has led the region through major emergencies of fires and floods as well as ensuring CFA continued to deliver its mission safely through the COVID-19 pandemic.

Mr Sullivan's operational leadership is to be commended during the October 2022 to January 2023 Victorian floods, which were predominantly within the CFA North East region. He led staff and volunteers who were under significant stress trying to balance home and work lives, together with the potential impact of floods on their own properties and livelihood.

CFA North East region is well placed in the future to protect its community because of the prolonged and distinguished service of Mr Sullivan.

## **Australian Fire Service Medal (AFSM) in the General Division**

### ***Fire and Rescue Service of Western Australia***

#### **The late Mr Ronald Leslie Winstone**

A distinguished emergency services volunteer that fought bushfires and structure fires for more than half a century, Mr Ronald Winstone was a stalwart of the Geraldton Volunteer Fire and Rescue Service (VFRS) whose leadership and unwavering determination guided the brigade through challenging circumstances.

Taking over as captain of Geraldton VFRS in 2012, Mr Winstone almost single-handedly saved the group from collapse after volunteer numbers had dwindled to just a handful of active members. Developing new brigade rules and by-laws, Mr Winstone's exceptional leadership behind the scenes over a three-year period saw Geraldton VFRS reinvent itself by embracing an inclusive culture where all members had equal opportunity. With Mr Winstone at the helm, Geraldton VFRS was able to lift volunteer numbers from 12 to 40 in just nine months and later raise female membership to 30 per cent.

Mr Winstone's drive and strength of character was instrumental in reinvigorating and rebuilding the brigade into the professional outfit that now serves the Geraldton community with pride. His leadership has also been invaluable on the frontline, responding to more than 1200 incidents since becoming a volunteer firefighter in 1973 with Toodyay VFRS. Regularly putting his hand up to assist with whatever role is needed, Mr Winstone's major deployments over the last few years include the Wooroloo Bushfire, Tropical Cyclone Seroja, the Red Gully Bushfire and the land search for a vulnerable child.

Mr Winstone has provided exceptional service and has diligently served the community.

## **Ambulance Service Medal (ASM) in the General Division**

### ***South Australian Ambulance Service***

**Mr Andrew Paul Albury**, Modbury North SA 5092

Mr Andrew Albury commenced his ambulance service career in 1979 with the St John Ambulance Brigade's Port Adelaide Division before commencing employment with SA Ambulance Service's (SAAS) predecessor in 1983 as an ambulance officer. Mr Albury continues to maintain his training and operational capacity to this day.

Mr Albury has worked both in metropolitan Adelaide and country South Australia and was selected as one of SAAS's inaugural intensive care paramedics upon creation of that clinical level. He rose to leadership in 1993 as a station officer at Elizabeth Ambulance Station, before becoming a clinical team leader, duty team leader, and state duty manager, a role he continues to occupy.

As a state duty manager, Mr Albury provides clinical oversight and managerial response to ambulance operations state-wide. This role requires skill and tact to maintain the State's health system flowing, both skills Mr Albury demonstrates with ease. He has also managed SAAS's operational response to several high-profile incidents within this role.

Mr Albury is no stranger to the continually changing nature of paramedicine, undertaking a Bachelor of Science (Paramedicine) at Victoria University, and undertaking published research on paramedicine improvement. He has also been involved in the introduction of new clinical techniques and equipment to SAAS's clinicians. Mr Andrew Albury's rightly respected leadership and clinical skills are noteworthy.

## **Ambulance Service Medal (ASM) in the General Division**

### ***NSW Ambulance***

#### **Ms Jacqueline Kay Armstrong, NSW**

Ms Jacqueline Kay Armstrong joined NSW Ambulance in April 1994 and continues to respond in an operational capacity to emergency calls. She has been instrumental in numerous emergency responses, including the state response to the bushfire emergency 2019-20 and the COVID-19 pandemic.

Ms Armstrong has mentored many less experienced managers through their progression and is passionate about supporting females into management positions.

Since 2013, Ms Armstrong has undertaken the role of peer support officer. Her authenticity, emotional intelligence and common sense have provided a highly valued level of support to her colleagues and junior staff in extremely difficult circumstances. Her reputation for discretion and a compassionate approach has elevated her reputation amongst all NSW Ambulance paramedics who are fortunate enough to have her as a manager or support person. These support activities often require above and beyond work outside of rostered working hours. Ms Armstrong is a role model and inspiration for female employees of NSW Ambulance.

Her intelligence, integrity, commitment to clinical excellence and management acumen have provided an example to many junior female staff who have modelled themselves on her. She has actively identified and encouraged female paramedics, preparing them for challenges faced within management roles. She has contributed to discussions and forums recognising women in management and the development of programs to promote female leadership within NSW Ambulance.

## **Ambulance Service Medal (ASM) in the General Division**

### ***St John Ambulance Western Australia***

**Mr John Backo, WA**

Mr John Backo has worked as a frontline paramedic for 13 years and has demonstrated a sound commitment to serving the community. He joined the Patient Transport service as a transport officer and was soon promoted to team leader. This is a leadership role in which he has performed distinguishably for the past five years while maintaining his training and operational capacity.

While serving as a team leader he has shown remarkable commitment, resilience, and support to the Department of Health WA, particularly during the COVID-19 pandemic. Mr Backo had shown strong leadership and the ability to adapt to a volatile environment which was essential to transiting a large team of 300+ personnel through a global pandemic. He has demonstrated leadership in his demeanour and commitment to oversee the Department's success during difficult times. On many occasions, Mr Backo's commitment and dedication goes above and beyond the scope of his role and he consistently strives for not only the Department's success but, also the personal success of his team on the road which demonstrates his passion for the role.

Mr Backo has been leading in all areas of patient transport, some of which are large projects that required him to build from the ground up. An example includes the development of new assessment bags for all Patient Transport Service officers with the inclusion of slide sheets which is aimed to reduce risks to officers through improved manual handling. This was initially started as a trial and followed through until sign off for all servicing staff in metropolitan and country centres.

Throughout Mr Backo's 19-year career with St John he has taken on many roles in his commitment to serve his community. He consistently strives to improve procedures with the aim to develop the overall performance of his team. Mr Backo has given outstanding service to St John Ambulance WA.

## **Ambulance Service Medal (ASM) in the General Division**

### ***St John Ambulance Western Australia***

#### **Mr Paul James Beech**

Mr Paul Beech has demonstrated exceptional dedication and commitment to St John WA and the Harvey Sub Centre over 27 years as a frontline emergency responder. He has consistently gone above and beyond to deliver safety to the WA community and advance St John WA services in his local community of Harvey, Western Australia.

Throughout his extensive service, Mr Beech has consistently displayed a high level of professionalism and selflessness that sets him apart. His unwavering dedication to providing care to those in need is of the highest order. As a key member of the Harvey team, he has contributed consistently and significantly to the betterment of the community and the wellbeing of countless individuals.

Mr Beech has shown exemplary leadership skills by guiding and inspiring his colleagues to deliver the highest standard of care. He provides extensive frontline service with 1000+ hours per year, adding to the success of the Harvey Sub Centre. He plays a pivotal role in providing frontline services, is actively involved in mentoring recruits, was secretary of the Harvey Sub Centre for 15 continuous years and held a 4-year term as chairperson.

In recent years Mr Beech has contributed significantly to a successful redevelopment project to deliver quality on-site accommodation for volunteers and a modern office facility for the Harvey Sub Centre. He continues to contribute to planning and execution of further redevelopment works to modernise training facilities and improve accessibility. Mr Beech also led a Transition Sub-Committee to ensure a smooth transition from a volunteer sub centre to a hybrid depot.

Mr Beech has consistently demonstrated exceptional professionalism and composure, even in the most challenging and high-pressure situations. He has consistently shown compassion and empathy towards patients and their families. His genuine concern for the wellbeing of those he serves has left a lasting impact on the community. His dedication to service is a testament to his good character and unwavering commitment to St John WA.



## **Ambulance Service Medal (ASM) in the General Division**

### ***Ambulance Victoria***

**Mr Lindsay Norman Bent, VIC**

Mr Lindsay Bent commenced service as a paramedic with Ambulance Victoria in 1989 and maintains his training and operational capacity as a Mobile Intensive Care Ambulance (MICA) paramedic to this day. Mr Bent has worked in a number of positions during his 34-year career, including as an area manager, communications centre manager, operations manager for Adult Retrieval Victoria, capability enhancement coordinator for emergency management, manager for emergency management, senior MICA team manager, director of operational triage services and as a director for communications centres. Mr Bent currently holds the position of clinical lead for communications centres across the state.

Mr Bent has made a significant contribution to Ambulance Victoria and the Victorian community through the implementation and facilitation of several programs and innovations. His contributions include leading the introduction of motorcycle paramedics in Victoria, which ensured fast access to paramedic care for patients in high-density locations such as the Melbourne CBD; undertaking the role of operational lead for the development and introduction of Australia's first Mobile Stroke Unit ambulance, ensuring stroke patients can receive quicker in-field treatment; and leading the design of a 5-year plan for the Ambulance Victoria Clinician Model, streamlining operations and better supporting Triple Zero call-takers, paramedics and patients. Mr Bent is also the recipient of a Winston Churchill Fellowship to research pre-hospital dementia care and the implementation of dementia friendly ambulances.

Mr Bent is a leader who aspires to get the best out of everyone by coaching, mentoring and role modelling positive leadership practices. His integrity is demonstrated through open communication, and he strives to always do things in the best interest of patients and the organisation.

## **Ambulance Service Medal (ASM) in the General Division**

### ***Ambulance Victoria***

**Mr Barry Clifford Curtain, Maldon VIC 3463**

Mr Barry Curtain commenced his career at Ambulance Victoria in 2001. During this time, he has served as an advanced life support paramedic, as well as a manual handling facilitator (volunteer role) for 14 years and manual handling coordinator for 5 years. Mr Curtain currently holds the position in Bendigo as a team manager and maintains his training as a specialist paramedic.

From 2009 to 2023, Mr Curtain's contribution to manual handling and paramedic workplace safety has been exemplary. Among other accomplishments, Mr Curtain has authored Ambulance Victoria's manual handling policy and procedure, reducing risk associated with manual handling activities in the workplace, and ensuring paramedics are working safely, comfortably, and productively when caring for patients in the community. His efforts have made a major contribution to improvements in equipment and development of safe work tasks to prevent paramedic injury. This has been evidenced by his role in the development of the Alpine ambulance, Manual handling response vehicles and training in specialist extrication equipment and techniques. His proactive engagement with colleagues and the broader medical community has enabled better outcomes for patients receiving care at Ambulance Victoria.

Through his long-term commitment to improving manual handling, Mr Curtain has set a high standard within the organisation, and has assisted in a broad cultural change in manual handling at Ambulance Victoria. This dedication has resulted in long term benefits to all paramedics, first responders, and the patients whom they serve in the Victorian community.

## **Ambulance Service Medal (ASM) in the General Division**

### ***St John Ambulance Western Australia***

**Mrs Melissa Anne Gardiner**, Craigie WA 6025

Mrs Melissa Gardiner joined St John WA 21 years ago and is both a paramedic and a midwife. This unique skill set has enabled her to provide a much respected and valued addition to frontline capabilities throughout the metropolitan, and regional communities within which Mrs Gardiner has worked during her career to date. Mrs Gardiner has worked within frontline ambulance paramedic roles and has taken up training and instructional roles on several occasions.

Mrs Gardiner has developed an Australian first initiative called the State Obstetrics Referral Call (STORC). This initiative provides a 24-hour helpline service, staffed by a team of experienced midwives with extensive knowledge of the Clinical Practice Guidelines of the St John Ambulance WA service. This enables the team to provide real time infield expertise, support, and guidance to frontline crews, enabling and empowering them to manage complex and challenging obstetric cases. The initiative has also garnered national interest and has the potential to be replicated across jurisdictions, to provide enhanced pre-hospital obstetric care for women across the country.

Mrs Gardiner's expertise and passion in this field have been celebrated widely within St John, and she is currently working with critical care paramedics to establish a training framework to upskill them with advanced knowledge and interventions in this area. Whilst working in frontline ambulance Mrs Gardiner is also studying towards her master's project to further enhance the feasibility of the STORC program and its development.

Mrs Gardiner's commitment to the fields of paramedicine and midwifery have enabled her to establish herself as a unique and invaluable member of the St John WA team. She truly is an inspiration to her colleagues and peers and recognition of this demonstration of commitment to clinical excellence and innovation deserves celebrating at the highest level.

## **Ambulance Service Medal (ASM) in the General Division**

### ***St John Ambulance Western Australia***

**Mr Dane Shaw Hendry, WA**

Mr Dane Hendry commenced with St John WA in 1997 and graduated as an ambulance paramedic in 2000. In 2023 he commenced as a shift operations manager in the State Operations Centre (000). He is highly respected by his peers and is an inspirational leader.

Mr Hendry held the position of community paramedic in Margaret River. During his time as community paramedic, Mr Hendry worked to enhance the strong and proud volunteer centres at Margaret River, Augusta, Dunsborough and Nannup. While supporting the centres by providing training and recruitment strategies, he was also an extremely valuable first responder often arriving before an ambulance crew and leading with his vast amount of clinical knowledge and extensive leadership experience. The coordination of large incidents including many incidents requiring the Emergency Rescue Helicopter Service were managed by Mr Hendry without fuss and he left the region with volunteers who believe in their capabilities due to his leadership.

In December 2020 Mr Hendry attended two separate motor vehicle accidents in which he immediately took control of each scene. During the first incident, he confirmed the backup requirements of a paramedic crew from Busselton and the emergency rescue helicopter. Seven hours after the response to this incident was complete, another motor vehicle accident occurred on the same stretch of road. Mr Hendry attended the scene arriving shortly before the ambulance crew and again displayed his leadership skills in controlling the scene and coordinating the attendance of the rescue helicopter and transportation of the patient to hospital. Mr Hendry's efforts in these two events ensured the best medical attention could be provided to the five patients in a safe environment.

Mr Hendry has ensured that St John WA is represented at the end of school year graduation 'Leavers' events held in southwest WA. Mr Hendry has put in over ten years of coordination efforts to ensure young people attending the events can do so in a safe environment.

## **Ambulance Service Medal (ASM) in the General Division**

### ***Queensland Ambulance Service***

**Mr Kevin John Homer, Algester QLD 4115**

Mr Kevin Homer has had a long and distinguished ambulance career over 39 years, commencing with the former Queensland Ambulance Transport Brigade in 1984 as an ambulance officer, training for which he still maintains to this day. During his career with the Queensland Ambulance Service (QAS) he has responded to all types of emergency incidents and traumatic events, always focused on patient care and wellbeing.

Mr Homer has deescalated many potentially dangerous situations through his ability to communicate with patients, their families and bystanders during very stressful situations using communication skills, his demeanour, empathy and an assertive approach. He is known as a clinician that colleagues seek out for advice and a steady guiding hand.

Mr Homer has a positive influence on colleagues and embraces imparting his clinical and operational knowledge upon paramedic students, graduates and peers who regularly seek him out for advice. The standards he sets for himself and the countless number of students and novice paramedics that he has mentored over the years, is a great source of pride to the QAS.

Throughout his career Mr Homer has always been professional, approachable and committed and is an asset to the QAS. Mr Homer has typified the role of a paramedic across a distinguished career, with both his professionalism and humility.

## **Ambulance Service Medal (ASM) in the General Division**

### ***South Australian Ambulance Service***

**Mrs Kathleen Ruth Hutchinson**, Bugle Ranges SA 5251

Mrs Ruth Hutchinson commenced volunteering in ambulance services in 1975 with her local St John Ambulance Brigade unit, before continuing her service with SA Ambulance Service (SAAS) and its predecessor.

Mrs Hutchinson is currently a frontline operational volunteer ambulance officer stationed at Strathalbyn in the Adelaide Hills and has served in several locations and roles across SAAS. These locations include Mount Barker, Yankalilla, and Meningie, all Ambulance Stations where Mrs Hutchinson is still well known today.

Mrs Hutchinson is a highly respected and sought-after trainer and mentor for her fellow volunteers as well as SAAS's employed staff. Indeed, she has provided training for SAAS Emergency Medical Retrieval Services (MedSTAR) medical officers and senior SAAS operational management.

Prior to the introduction of Triple Zero (000), Mrs Hutchinson acted as an unofficial voluntary emergency dispatch officer within her local district. Telephone calls requesting ambulance attendance would be made to her home phone, with Mrs Hutchinson triaging and dispatching local ambulance crews (including her husband) to where they were needed.

Mrs Hutchinson has had to manage professional employment, family, and volunteering in her nearly 50 years of service. Over that period has been a teacher starting at Meningie, Yankalilla and Hills schools as well as bringing up her family. She has also volunteered over the years for the National Trust, as well as the SA Country Fire Service Ladies Auxiliary. During the 1980s, Mrs Hutchinson also provided her time to teach first aid to her local community through St John Ambulance's Care for Kids Program. Mrs Ruth Hutchinson's dedication and community mindedness is exemplary.

## **Ambulance Service Medal (ASM) in the General Division**

***St John Ambulance (NT) Inc***

**Ms Kylie Marie Killalea, NT**

Ms Kylie Killalea commenced her career with St John Ambulance Australia (NT) Inc. as a student paramedic in 2007 and maintains her operational capacity. Since 2007 she has held multiple roles as a frontline paramedic, a duty manager in the Emergency Communications Centre and most recently as the area manager of Katherine, with a brief secondment as area manager of Nhulunbuy.

Being a strong leader and capable paramedic makes Ms Killalea a valuable asset to both St John NT and the broader community. She is an excellent role model and has made solid relationships within the community. Ms Killalea has always brought enthusiasm to whatever role she has been in and has consistently advocated for her staff and peers. She demonstrates strong teambuilding and a strengths-based leadership approach, which was recognised this year when she was awarded the 2023 Council of Ambulance Authorities Women in Ambulance Award.

## **Ambulance Service Medal (ASM) in the General Division**

### ***Ambulance Victoria***

**Ms Lindsay Kirstyn Mackay, VIC**

Ms Lindsay Mackay has been a paramedic for over 17 years, working in Ambulance Services across the United Kingdom and Australia. She commenced her paramedicine career with the Yorkshire Ambulance Service National Health Service (NHS) Trust, and in Australia has worked with St John's Ambulance in Western Australia, Queensland Ambulance Service, across New South Wales, and now with Ambulance Victoria where she maintains her training and operational capacity.

Ms Mackay's frontline career both internationally and across Australia has supported her to excel in her roles. Ms Mackay was recently appointed as the Executive Director Operational Communications at Ambulance Victoria. In this role she is able to apply her extensive breadth of experience, knowledge, and leadership to support the frontline teams in Ambulance Victoria's communication centres and triage services and improve community access to ambulance services.

Passionate about providing patients with the best care option for their needs, Ms Mackay is focused on improving health outcomes by reducing unnecessary hospital admissions. She has been instrumental in establishing change within Ambulance Victoria through developing innovative alternative models of care, including leading the expansion of Ambulance Victoria's secondary triage services to better meet the needs of the Victorian community. She championed the implementation of a new patient pathway – TelePROMPT - connecting patients with mental health conditions to the care they need through alternative care pathways and avoiding unnecessary transport to an emergency department.

Ms Mackay also led the operationalisation of the video triage service – TeleHELP - allowing mental health nurses within triage services to conduct remote face-to-face assessments with patients who have contacted Triple Zero; and developed and implemented the Practitioner Assist Model. This model supports non-clinical and non-paramedic staff to perform welfare call backs to patients awaiting a care response and, where appropriate, determine alternative transport arrangements to emergency departments.

Ms Mackay is a dedicated leader to her colleagues, team and those within the community, and a vocal, visible, and passionate role model for Ambulance Victoria.



## **Ambulance Service Medal (ASM) in the General Division**

### ***South Australian Ambulance Service***

**Mr Peter Michael McEntee**, Athelstone SA 5076

Mr Peter McEntee commenced his ambulance service career in 1977 as a volunteer ambulance officer with the St John Ambulance Brigade, before commencing employment with SA Ambulance Service's (SAAS) predecessor in 1987 as a casual ambulance officer.

Since that time, Mr McEntee has held several roles with SAAS notably as a communications officer, a communications team leader, both a paramedic and an intensive care paramedic, and currently a clinical team leader. In this role, he maintains his intensive care paramedic training and responds to emergencies as an area clinical team leader. He has also acted in the role of operations manager on occasion. The variety of experiences make Mr McEntee one of SAAS's most well-informed and knowledgeable staff members, as well as a highly respected peer mentor.

During the COVID-19 emergency, Mr McEntee diligently served as SAAS's liaison with the State Control Centre in the Department for Health and Wellbeing, assisting in the management of SAAS's operations during this challenging period. He also ensured that SAAS's operational staff, the first responding clinicians to possible COVID-19 positive patients, were appropriately trained to remain safe and confident to manage these situations.

Mr McEntee's continued dedication to SAAS, particularly during the COVID-19 emergency has been outstanding.

## **Ambulance Service Medal (ASM) in the General Division**

**NSW Ambulance**  
**Mr Martin Nichols**

Mr Martin Nichols joined NSW Ambulance in June 2000 and has rendered distinguished service throughout his career. He is a registered paramedic, passionate clinician and has demonstrated exceptional leadership in his multiple roles.

During the COVID-19 pandemic, Mr Nichols had the role of overseeing all issues of practice and the risks for paramedics on the basis of his extensive clinical currency and paramedic expertise. This was a particularly volatile role in the initial times of uncertainty for which he assumed a majority of the clinical responsibilities.

As associate director, Clinical Practice, Mr Nichols is responsible for the delivery of high quality and patient centric clinical care to the people of NSW. He works innovatively to foster a responsive, future focused and contemporary culture which supports staff to deliver true excellence in patient care. Within this capacity, Mr Nichols was tasked to coordinate the first ever deployment of extended care paramedics to support the flood disaster in the NSW North Coast in February 2022. He created the deployment model which was successful in assessing and managing several hundred patients and adding significant value to affected communities. This giant undertaking has also created the structure for future deployments should the need arise. In addition, Mr Nichols is also leading the work involving the redesign and review of clinical protocols which are being reconstituted as clinical guidelines.

Mr Nichols has a local, state, national and international reputation as a subject matter expert in paramedicine and is a sought-after speaker. He is a leader in the general paramedicine profession.

Mr Nichols is a founding member of the Paramedicine Accreditation Committee with independent accreditation powers described under the Health Practitioner National Law. He was part of the team that developed the new accreditation standards and the process by which accreditation is administered and is now involved in implementing the accreditation process.

## **Ambulance Service Medal (ASM) in the General Division**

### ***Queensland Ambulance Service***

**Ms Erin Maree Saltmarsh, QLD**

Ms Erin Saltmarsh commenced her career with the Queensland Ambulance Service (QAS) as a paramedic in 2008 and progressed through the ranks to her current position of senior operations supervisor in 2022. Ms Saltmarsh has maintained her credential scope of clinical practice as required by the QAS and has a clear commitment to patients and the ongoing care within the broader health system.

Ms Saltmarsh provides clinical care and has driven and ensured the safe and efficient delivery of prehospital care and patient transport to remote Queensland in an area that encompasses 33 percent of the state of Queensland. She has provided exemplary planning and oversight to ensure paramedical coverage to special events throughout remote Queensland such as the Big Red Bash event in the remote township of Birdsville.

Due to her expert knowledge, and leadership capability in emergency management, Ms Saltmarsh has been deployed several times to major emergency events including Cyclone Yasi 2011, Cyclone Debbie 2017, Mackay Bushfires 2019 and to the QAS State Emergency Management Unit.

Ms Saltmarsh provides leadership and oversight to multiple remote Queensland Health hospital-based ambulances and a Queensland Health multipurpose health centre. She has strengthened connections and relationships that support proactive access to emergency health services in some of Queensland's most remote and disadvantaged communities. Her integrity, leadership and work ethic are highly regarded and recognised by her peers and stakeholders, and her contribution to the remote Queensland and the broader QAS.

## **Ambulance Service Medal (ASM) in the General Division**

### ***Ambulance Tasmania***

**Mrs Suzanne Brigitte Smith**, Bellerive TAS 7018

Mrs Suzanne Smith commenced her service with Ambulance Tasmania in 2006 as a volunteer ambulance officer at Sorell Ambulance Station. All of Mrs Smith's hours were as a volunteer and she was rostered on shift an average of twice a month to respond to patients, totalling approximately 200 hours per year. In addition to this, her volunteer coordinator role included 200-300 hours each year plus she volunteers 300-400 hours a year at the Royal Hobart Hospital Emergency Department.

Mrs Smith assisted Ambulance Tasmania's Southern Region in its COVID-19 response and the planning relating to all volunteers in Southern Tasmania. In 2020, she took on an additional volunteer role at Ambulance Tasmania relating to pandemic preparedness which involved ensuring that the resources required for ambulances response to incidents were stocked, well organised and ready to go, as well as ensuring personal protective equipment was readily accessible. In addition to that role, Mrs Smith also undertook another volunteer role assisting statewide volunteer services at Ambulance Tasmania which involved administrative tasks specifically relating to volunteers.

In late 2022 Sorell Ambulance station was upgraded to a 'career station' resulting in volunteer support no longer required. Since then, Mrs Smith has increased her involvement with Royal Hobart Hospital and now a team leader for volunteers in the Emergency Department.

While she contributes many hours to volunteering and taking on various roles, Mrs Smith provides the highest level of compassion and support to those she assists. She is a quiet achiever and is held in high regard by her peers as she strives for continual improvement and focuses on encouraging all to be their best in challenging environments. Mrs Smith helped to alleviate many challenges for crews and has been a valued and appreciated member of Ambulance Tasmania.

## **Ambulance Service Medal (ASM) in the General Division**

### ***Ambulance Victoria***

**Mr Ian Walsh, VIC**

Mr Ian Walsh commenced service with Ambulance Victoria in 2007. During his career he has served as an ambulance community officer. Mr Walsh currently holds the position of ambulance community officer in the small rural town of Charlton, located in north central Victoria, positioned in the last of the foothills of the Great Dividing Range.

Mr Walsh is focused heavily on caring for the Charlton community which was notably demonstrated by his efforts during the Charlton floods in January 2011. He spent countless hours working to assist the Charlton community during this disaster. Mr Walsh played a pivotal role in evacuating local residents, including carrying them to safety through flood ravaged and impassable roads.

As a longstanding member of the Charlton Ambulance team, Mr Walsh has also played a pivotal role in mentoring team members who have just commenced their careers at Ambulance Victoria, supporting and encouraging colleagues to reach their full potential.

A dedicated ambulance community officer and man of great humility, Mr Walsh has consistently demonstrated a selfless attitude and dedication to improving the lives and wellbeing of patients and residents of the Charlton and north central Victorian communities. A committed man whose has willingly served above and beyond expectations, contributing to the ambulance service and the community.

## **Ambulance Service Medal (ASM) in the General Division**

### ***NSW Ambulance***

**Acting Assistant Commissioner Brian Michael White**, Wayo NSW 2580

Acting Assistant Commissioner Brian White joined NSW Ambulance (NSWA) in January 1979 and is currently a registered paramedic. He has a distinguished career that ranges from being a station officer performing critical interventions in dangerous environments to being an ambassador for NSWA in delivering prehospital care education for colleagues in Thailand. His ability to champion empathy and remain contemporary with leadership is recognised by peers over his extended career.

Acting Assistant Commissioner White has developed a reputation for his flexibility, remaining calm under pressure and a willingness to assist the NSWA to adopt and implement change. In 2017 he led a team that developed a Performance Management Indicator Data-Gathering Program for the State Executive to assist with effectively managing resources and identifying opportunities to improve business performances and service delivery outcomes through astute and more accurate operational management statistics leading to improved financial accountability.

Acting Assistant Commissioner White additionally led several structural reforms including the transition of the Illawarra-Shoalhaven Zone from the Southwest Sydney Sector to regional operations to become the third zone in Southern Sector.

Acting Assistant Commissioner White is a leader at the forefront of patient advocacy and staff performance. He led a team responsible for the transition of the regional roster reform for the Southern Sector with the improvement of paramedic welfare and work-life balance. He was also integral in leading the sector team for the Governance and Accountability framework by bringing paramedics, station officers, duty operation managers, zone managers, and sector management to implement these initiatives. The framework identified strategies for those areas that were underperforming and reporting processes for sector base improvement, which saw the Southern Sector as one of the key leaders in improving regional operations.

## **Ambulance Service Medal (ASM) in the General Division**

### ***Ambulance Victoria***

**Mr Alan Wilkins**, Paynesville VIC 3880

Mr Alan Wilkins commenced service with Ambulance Victoria in 2006 and was an inaugural member of the Paynesville Ambulance Team. Providing 17 years of continuous service, Mr Wilkins currently holds the position of ambulance community officer.

Dedicated to the service and provision of emergency care, Mr Wilkins has played a pivotal role in providing exemplary patient care. Further, his community engagement work through both his ambulance community officer role, and involvement with the local ambulance auxiliary, makes him truly invaluable to the local community which he has served for many years.

Mr Wilkins has made a significant contribution through community engagement and education, particularly with regards to CPR and the use of automated external defibrillators (AED). Actively working with many community groups, he was pivotal in helping the community to understand the skills each and every one could acquire to help save a life and was instrumental in securing 20 AEDs in the Paynesville community.

Of significant note, the result of advice and guidance that Mr Wilkins provided to the isolated Raymond Island Community, ensuring they had an AED accessible in a community location 24/7 - within a month of this being established, the Raymond Island AED was used to successfully defibrillate a patient.

During his 17-year career as an ambulance community officer, Mr Wilkins has exemplified what it means to go above and beyond in the faithful discharge of duties.

## **Emergency Services Medal (ESM) in the General Division**

### ***South Australian State Emergency Service***

**Mr Christopher James Beattie**, North Brighton SA 5048

Mr Christopher Beattie has been the Chief Officer of the South Australian State Emergency Service (SASES) since 2010 and has worked tirelessly to improve and develop the SASES. He has expanded the SASES, improving facilities, vehicles, and training, and ensured that the agency has been able to respond to numerous major events, incidents, and challenges.

With an educational background, Mr Beattie has provided inspirational leadership and support to maturing the SASES' training and development capability. His commitment has been demonstrated through recognition of learning and skill development of volunteers, commitment to Unit Leadership Forums and the Training Rescue Challenge and workshops. Mr Beattie's vision for a more effective workforce and better services to SA communities reaches every aspect of the organisation.

Mr Beattie is well regarded for being calm under pressure and having a keen analytical ability that ensures he can confidently work through issues. His experience in incident management and emergency management means that he is able to influence and support state and national projects and programs and he is a valued contributor to a range of areas.

Mr Beattie led the SASES response to the Murray River flooding in 2022/23 that impacted communities along the river in South Australia. Mr Beattie worked tirelessly, rarely resting, responding to the State's most costly and devastating flooding event in recent history. He helped coordinate the broader government response and led from the front – having a frequent presence across the length of the river.



## **Emergency Services Medal (ESM) in the General Division**

### ***NSW Volunteer Rescue Association***

**Mr Rodney James Coombes**, Coonabarabran NSW 2357

Mr Rodney Coombes joined the Coonabarabran Volunteer Rescue Association (VRA) in 2006. Since completing his General Land Rescue Training, he has held many positions with the Coonabarabran VRA Unit, and also with VRA Rescue NSW. His current roles include general land rescue operator of the Coonabarabran VRA Unit, and as the operations manager for the western region for VRA Rescue NSW.

In addition to his roles with the VRA, he is a member of the Coonabarabran Rural Fire Service (RFS) which he joined in 2010. He was the crew leader and logistics manager for the VRA Rescue NSW contingent to assist the RFS during the Wambelong fires of 2013. His dedication to the Coonabarabran community through his roles with the VRA and RFS has been outstanding, and his commitment to emergency management in the township, and western region, is of the highest order.

Additionally, as VRA Rescue NSW region operations manager he has attended all the local and district emergency management meetings for the region, where he has been an active participant. Mr Coombes has provided exemplary service to the community through his service across a range of emergency service organisations for over 18 years.

## **Emergency Services Medal (ESM) in the General Division**

### ***Tasmania State Emergency Service***

**Mr Raymond Keith Cooper, TAS**

Mr Raymond Cooper holds 41 years of continuous and committed service to both the Tasmania Fire Service (TFS) and State Emergency Service (SES). Mr Cooper joined the Kempton Unit with TFS in 1982 where he progressed to second officer in 1997 and in 2019 was promoted to, and currently holds the position of brigade chief. Mr Cooper became a member of the SES Southern Midlands Unit in 2003 where he currently still serves as an active operational member.

Mr Cooper has dedicated his life living within the Kempton community to the support and contribution to community in his capacity as an emergency responder. He has a reputation within the broader Midlands area as being a significant contributor and leader and he is highly regarded and respected.

Mr Cooper is from a generation where discussing mental health was not commonplace, particularly in males. His active role in response and the many years of trauma that he has faced in the provision of road crash rescues on a very busy area of the Midlands Highway has had its personal challenges. Over the course of the last 11 months, Mr Cooper has turned the negative stigma of discussing mental health around for the betterment of others, through leading by example. Mr Cooper has demonstrated on numerous occasions how the incidents he attended affected him and how he is coping, giving way for others to follow.

Mr Cooper upholds the SES values in every way and without his leadership over the past years, Kempton would not have as many active volunteers in both TFS and SES.

## **Emergency Services Medal (ESM) in the General Division**

### ***Queensland Fire and Emergency Services***

**Mr Mark Edward Dole**, Kelvin Grove QLD 4059

Mr Mark Dole commenced his career with the Tasmania State Emergency Service (SES) in 1999 and has demonstrated distinguished service to emergency services through his long career spanning over two decades and across three states: Tasmania, Victoria, and Queensland.

Mr Dole has been involved with the SES in Queensland through the Queensland Fire and Emergency Services for 17 years. Commencing as a divisional liaison and coordination officer with Emergency Management Queensland in 2005, he was promoted to executive officer in 2006 and then appointed as director of SES in 2007.

In 2012, Mr Dole was appointed executive manager of the SES South Eastern Region, and in 2015 he began his current role as regional manager of the SES Brisbane Region. He currently leads the SES, at both state and regional levels to deliver quality outcomes in diverse and challenging environments and continues to fearlessly embrace difficult assignments to devise and employ innovative solutions. Mr Dole is responsible for training and sustaining SES capability in the largest SES unit in Queensland. His duties include coordinating response to all incidents within his region as well as deployments and response to major events outside his region. He remains fully qualified and ready to respond to all disaster events and has been involved in all major flood, storm and fire events in Queensland since 2010.

Mr Dole managed the COVID-19 response in which he actively coordinated and supported the airport operations and also deployed volunteers and staff to the border operations with NSW. The Brisbane SES Region was at the forefront of the Queensland Fire and Emergency Services' response with the Brisbane regions SES volunteers and staff. Under Mr Dole's leadership, the COVID-19 response was a significant success over a sustained and difficult period of more than 200 days.

Mr Dole has consistently demonstrated leadership in the management, strategic and operational direction of the SES and its contribution towards helping the community to prevent, prepare for, respond to, and recover from the impact of emergency events.

## **Emergency Services Medal (ESM) in the General Division**

### ***South Australian State Emergency Service***

**Mrs Andrea Kay Geytenbeek**, Uraidla SA 5142

Mrs Andrea Geytenbeek has been a part of the emergency services community since 1998, joining the SA Country Fire Service as a volunteer in 1998 and becoming a staff member with the SA State Emergency Service in May 2009. Mrs Geytenbeek has been a driving force in the Operations Support Team and has performed many functions within this team over the years.

During emergency activations of the State Control Centre, she performs a critical function for the agency, stepping up to arrange rostering, logistics, deployment assignments and assists in implementing tactical resource allocations. She has contributed greatly to the development of the Humanihut and Base Camp capability within SASES.

Mrs Geytenbeek has been deployed within SA and across the country for events including the 2022 NSW flood disaster, Cyclone Debbie in 2017, the WA storms in 2012, Cyclone Yasi in 2011, the Bookmark fire in 2006, Kangaroo Island fire in 2007 and Black Saturday bushfires in 2009. Mrs Geytenbeek additionally provided significant support for the Kangaroo Island bushfires in 2019-20 where she was deployed for a total of 32 days during the catastrophic bushfires.

Mrs Geytenbeek's role in the establishment of the SASES SA Police Support Unit for the COVID-19 response was pivotal to the success of this initiative, resulting in the ability to support SA Police with critical functions. More recently her commitment to supporting the SASES River Murray flood response spanned more than 4 months and saw her coordinating the Deployments Cell to ensure accommodation, travel, communications, interstate liaison and resourcing.

Mrs Geytenbeek's commitment and dedication to the SASES goes above and beyond that which is expected of her role, and she is held with the highest regard professionally by both volunteers and staff. Mrs Geytenbeek displays tremendous commitment to the organisation and demonstrates exemplary skills as both a mentor and leader and works tirelessly to achieve the necessary outcomes required in time critical, high-pressure environments.

## **Emergency Services Medal (ESM) in the General Division**

### ***NSW State Emergency Service***

**Mr John Andrew Gonzalez, Pagewood NSW 2035**

Mr John Gonzalez has been a member of the New South Wales State Emergency Service (NSW SES) for over 36 years, having joined just days after turning 18 years old. Mr Gonzalez has dedicated his time to serving the community in the Sutherland Shire area of Sydney. He has been the local commander of the Shire SES unit since 2002 and has dedicated his time to establish and lead the sub-units for the Cronulla, Heathcote and Menai units over the period of 2016 to 2018. Mr Gonzalez is currently the local commander of the Shire cluster and also takes on additional roles including emergency officer, course administrator and duty officer.

Mr Gonzalez has led local NSW SES units throughout the Shire in major operational events including the 2003 Waterfall train disaster, the 2015 Kurnell tornado, the 2016 Woronora floods, the 2018 Grays Point tornado, the 2018 Moorebank Avenue bushfires, the Sandy Point floods 2020 and the 2022 floods across the Kurnell, Woronora Valley and Georges rivers. Mr Gonzalez has regularly deployed to assist other parts of NSW including multiple western flood campaigns as a sector/division commander and flood rescue operator.

Mr Gonzalez has shared his expertise with new members by being a mentor to younger members through the NSW SES Cadet Program which was run through local high schools. He was also one of the very first swiftwater technicians and has extensive operational experiences which he shares through training members by delivering flood-boat courses and facilitating flood rescue professional development sessions.

Outside of his volunteering work with NSW SES, he is currently employed with the NSW Ambulance where he has been an operational paramedic for over 20 years, currently holding the rank of chief inspector and working within the Aeromedical Retrieval team. As a senior officer in both services, Mr Gonzalez has worked extensively to build relationships and ensure both agencies can effectively support each other during emergencies.

## **Emergency Services Medal (ESM) in the General Division**

### ***NSW State Emergency Service***

**Mr Geoffrey Thomas Hanson, Tamworth NSW 2340**

Mr Geoffrey Hanson has been a member of the NSW State Emergency Service (NSW SES) since April 1996 and has been active across a wide range of capabilities across the service including flood and vertical rescue based out of Tamworth. He holds the volunteer positions of rescue officer, course administrator and course instructor. Previously, Mr Hanson has been the NSW SES local commander for the Peel unit cluster and NSW SES Bingara deputy unit commander and always remained available across his wide skills base, despite the multiple roles he has held simultaneously.

For the past ten years, Mr Hanson has actively driven and participated in the development of height capability by volunteering in the Vertical Rescue Capability Development Group (CDG) and has been a key member of the Heights Review Focus Group, from its inception in December 2019. Alongside his commitment to training and development, he has always made himself available to be operationally deployed to flood rescue responses, vertical rescue and land searches.

Mr Hanson's role in the Heights Review Focus Group led to a comprehensive review of storm capability, including a risk-assessed sequential breakdown of capability requirements across storm heights response operations within the NSW SES, which has informed the establishment of sound practice for General Land Rescue and Vertical Rescue capabilities. He was also instrumental in leading the comprehensive review of storm capability including a risk assessed sequential breakdown of capability requirements across storm heights response operations. This review led to the commencement of a formal trial on Work Positioning capability in October 2021.

Outside of volunteering Mr Hanson has also served the community as a school teacher, and while he now considers himself semi-retired in the teaching profession, he is still very active and dedicated to training delivery and professional development activities within the NSW SES, including flood boat operations training.

## **Emergency Services Medal (ESM) in the General Division**

### ***Australian Volunteer Coast Guard Association Inc***

**Mr Brian John Higgins**, Hollywell QLD 4216

Mr Brian Higgins has provided exemplary operational, frontline and leadership support for the Australian Volunteer Coast Guard Association. With over 2,400 sea hours in over 200 sea-going activations, he has led boat teams in many particularly complex search, rescue and recovery operations in often unfavourable and sometimes treacherous weather conditions. He has dedicated almost his entire coast guard career to helping advance the Association by meritoriously performing a wide variety of frontline and senior leadership and command roles.

In his current role as the deputy squadron commodore, he is responsible for the mission readiness of all marine rescue members and vessels in southeast Queensland. This includes approximately 400 volunteers across 4 emergency rescue bases and a fleet of 15 vessels of varying types. Managing a diverse and geographically dispersed workforce is challenging, but Mr Higgins undertakes this role with continual enthusiasm, grace and care for every individual frontline volunteer.

## **Emergency Services Medal (ESM) in the General Division**

### ***Life Saving Victoria***

**Mr Graeme Charles Hurrell**, Carrajung VIC 3844

Mr Graeme Hurrell has provided over five decades of service to the Victorian community and has made a significant contribution to the prevention of aquatic related deaths. Mr Hurrell achieved this by identifying and implementing innovative solutions to water safety. He has built local capability through training and the development of youth and providing frontline services through patrolling and rescue services. Mr Hurrell's work has been integral to the growth and development of lifesaving in the Gippsland district with a particular focus on developing Life Saving Victoria's (LSV) youth members. Mr Hurrell commenced his service in 1974 at Woodside Beach Surf Lifesaving Club and went on to become the club's president for 10 years.

Mr Hurrell was integral in developing LSV emergency response capability in the Gippsland region. He was the founding member and driver of LSV's first marine rescue unit in the district, providing a 24/7 capability to assist persons in distress across western Gippsland. Mr Hurrell has continued to develop and create opportunities for young people in LSV, supporting their role as future leaders in the organisation and building their lifesaving and leadership capabilities.

Mr Hurrell has made a significant contribution to the Victorian community in almost 50 years of service in working to prevent drowning in Victoria. His significant contribution has seen participation rates in surf lifesaving in the Gippsland district continue to grow, ensuring a high level of service is provided to the community.



## **Emergency Services Medal (ESM) in the General Division**

### ***Tasmania State Emergency Service***

**Mr Brian Ray James**, Launceston TAS 7250

Mr Brian James commenced with the State Emergency Service (SES) in February 2001, 22 years ago. Mr James is still active as a volunteer within SES. During his service he has achieved nationally recognised training in public safety and continues to attend training at two units every fortnight along with attending incidents.

Mr James has adopted a mentor's position within both the West Tamar Road Crash Rescue Unit and the Launceston General Response Unit to new members. Mr James is always welcoming, taking new members on tours of the facilities, and showcasing the equipment. His wealth of knowledge about SES, the equipment and operating procedures sees him actively helping with the training of new volunteers.

When the SES are called to large assistance responses, Mr James can always be found helping with the set up and organising of the event. Recently, during a major search in the Northern Region of Tasmania, Mr James not only volunteered for three days, but also gave up another three days to help gather equipment and help set up and packing up the staging area near the search ground.

In October 2022, Mr James was a judge at the 2022 National Disaster Rescue Challenge. The challenge tests teams from across Australia in the application of rescue and response skills and techniques. Mr James is an active SES member and has provided 22 years of distinguished, exceptional service to the State of Tasmania as a proud member of the State Emergency Service.

## **Emergency Services Medal (ESM) in the General Division**

### ***Shepparton Search and Rescue Squad Inc***

**Mr Stanislaw (Stanley) Jezewski, Shepparton VIC 3630**

Mr Stanislaw (Stanley) Jezewski has been an operational member of Shepparton Search and Rescue Squad Inc (SSARS) since 1973.

Commencing one year after SSARS began its operation in delivering services to the Shepparton area, Mr Jezewski has been an integral member involved in every aspect of incidents that SSARS responds to. He has taken the lead in providing rescue services and keeping SSARS at the cutting edge of training, response and equipment.

Mr Jezewski was the founding part of the SSARS team that delivered the jaws of life, a hydraulic rescue tool, into the Shepparton region. This tool was one of two sets that were the first used by volunteers at road crashes across Australia. Mr Jezewski has led the response in over 1,000 road crash rescues and in-water body recovery from 1974 to 2000. In addition to this, he has led over 200 flood boat rescues during notable events such as the 1974, 1994 and 2022 floods that significantly impacted upon the Shepparton region.

Mr Jezewski has also been responsible for building damage assessment and storm damage response for the SSARS team for many years and continues to do so whilst mentoring new members on every occasion.

## **Emergency Services Medal (ESM) in the General Division**

### ***Surf Life Saving Queensland***

#### **Ms Peta Lawlor**

Ms Peta Lawlor's journey with surf lifesaving started 28 years ago. She joined Point Lookout Surf Life Saving Club in 1995, turning her hobby into a career, she commenced employment at Surf Life Saving Queensland (SLSQ) in 2007.

Ms Lawlor gained her Bronze Medallion in 1995. She currently maintains her active proficiency to provide her voluntary lifesaving services to the community. Through the years Ms Lawlor has gained 47 accredited frontline lifesaving awards. These awards include Senior First Aid, Emergency Care and a Certificate IV in Training and Assessment.

Ms Lawlor commenced her employment with SLSQ as the state education coordinator which she held for 3 years, then moving into the position of state lifesaving services manager (LSSM) responsible for 58 clubs in Queensland. This position is responsible for the management and support of lifesaving services throughout the 58 clubs in Queensland. The LSSM is a member of the State Lifesaving Committee. Ms Lawlor held this position until 2022 when she was elevated to general manager of lifesaving and education. Working at SLSQ, Ms Lawlor's role involves the initiating and overseeing of new ideas delivering services to the frontline of volunteer beach patrols. Currently she is responsible for the SLSQ disaster management arrangements and is a representative on the State Disaster Management Group (SDMG).

Ms Lawlor has dedicated 28 years to serving the wider community both on the beach and professionally. She was heavily involved in disaster management during the 2021-2022 floods. Her contribution to SLSQ's member's and beach goers' safety is paramount and she believes in lifesaving values and lives by them. Ms Lawlor has provided consistent distinguished service to SLSQ, the community and the broader emergency service environment.

## **Emergency Services Medal (ESM) in the General Division**

### ***Tasmania State Emergency Service***

**Ms Frances Ann Manning, TAS**

Ms Frances Manning is a current serving volunteer member of the General Response Unit (GRU), Northern State Emergency Services (SES). Ms Manning has been a very active volunteer within the organisation for approximately seven years joining the SES in 2017 in the Incident Management Unit (IMU).

Ms Manning was one of the first Northern SES volunteers to offer assistance in the COVID-19 response to the conclusion of the emergency orders while remaining an enthusiastic and a dedicated volunteer. Ms Manning emphasised personal COVID-19 compliance amongst volunteers and understanding pertinent availability of COVID-19 kits within SES vehicles which Frances maintained to the correct standard.

Ms Manning confidently supervised eight, two-person teams, from SES, Tasmania Fire Service, Retired Police Association of Tasmania, and the Army Reserve. Ms Manning has used her experiences gained during the COVID-19 response to other related emergency response fields, when assisting both Tasmania Fire Service and Tasmania Police. She used her own initiative to develop a comprehensive Staging Area template which covered all duties pertinent to the COVID-19 response and was utilised by others during this time. Ms Manning has developed an outstanding working relationship with other organisations, particularly Tasmania Police, with her knowledge and proficiency in the management of the COVID-19 response. Due to her expertise, she was called upon to deliver the daily briefings to the inspection teams when needed.

Ms Manning remained reliable, enthusiastic, and positive whilst still maintaining attendance at training sessions within her SES unit and attendance at non-COVID-19 related calls for assistance. In 2020, Ms Manning completed over 800 volunteer hours and epitomises the ethos of the State Emergency Service.

## **Emergency Services Medal (ESM) in the General Division**

### ***Surf Life Saving NSW***

**Mr Andrew Maxwell McKellar**, Cronulla NSW 2230

Mr Andrew McKellar has been an active patrolling member of Elouera Surf Life Saving Club (SLSC) since 2004 and Surf Life Saving (SLS) Sydney Branch's Rescue Water Craft (RWC) team since 2008. In each role he continues to serve as a frontline emergency responder, whilst also progressively increasing the level of support he provides to other lifesavers at the operational support, education and management levels.

He is widely regarded as professional, technically competent, reliable and inclusive. Over the past 18 years Mr McKellar has logged over 2100 hours of frontline patrol hours. On lifesaving patrols he is the inflatable rescue boat driver (IRB) and in 2008 he became a RWC operator with SLS Sydney.

Mr McKellar has conducted many rescues on both crafts, setting the example that crafts need to be on the water and inside the surf zone to be truly rescue ready. Mr McKellar has also participated in SLSNSW's frontline contributions to the bushfire emergency in 2019, and flood responses in 2020 and 2021. To support other frontline lifesavers, Mr McKellar became an IRB trainer in 2008 and a RWC trainer in 2011. In 2018 he was appointed as coordinator of SLS Sydney's RWC operations and has seen an expansion of operations from two to four locations, and two to seven crafts. Mr McKellar's organisational skills and dedication to training ensure SLS Sydney has well-maintained crafts and personnel available year-round, including for out-of-hours callouts and extended patrols during peak periods.

Mr McKellar is also the director of Lifesaving at Elouera SLSC, member of SLS Sydney's Life Saving Committee and on the Lifesaving Standing Committee at SLSNSW. In June 2023 Mr McKellar retired after serving 36 years in the NSW Police Force, including 26 years in technical surveillance. Mr McKellar contributes his technical expertise in radio communications, access control and CCTV to Elouera, SLS Sydney and SLSNSW.

## **Emergency Services Medal (ESM) in the General Division**

### ***Surf Life Saving Queensland***

**Mr Andrew Paul McNeilly, QLD**

Mr Andrew McNeilly has been involved in Surf Life Saving Queensland (SLSQ) since he was a seven-year-old Nipper. He progressed into the senior club gaining his Bronze Medallion and performing voluntary beach patrols in 1985. Mr McNeilly has continued his Surf Life Saving membership with Pacific Surf Life Saving Club, for the past 46 years.

During his involvement in Surf Life Saving, Mr McNeilly has been recognised and honoured with Life Membership of Pacific Surf Life Saving Club and in the 2015/2016 season he was recognised with Life Membership of SLSQ.

Mr McNeilly's passion is 'saving lives' and was fortunate to take his passion into his professional life as an employee of SLSQ as their helicopter service chief training officer. Since Mr McNeilly commenced in this position, he has undertaken and accomplished many tasks and training to ensure all helicopter crew are fully qualified and skilled to perform their duties.

Mr McNeilly is a very quiet achiever and does not seek recognition but believes in lifesaving values and lives by them. He always strives to achieve the best possible outcome in anything he undertakes, giving 100% of his time and energy.

Mr McNeilly has volunteered on almost every support service that has been used for SLSQ. This includes support for Surcom communication centre, jet boat operations, rescue water craft operations, fixed wing spotter aircraft operations and of course the Westpac Lifesaver Rescue Helicopter Service. Alongside the commitment to the Helicopter service, Mr McNeilly continues to be the patrol captain at Pacific Surf Life Saving Club and is rostered on beach patrols on a regular basis.

## **Emergency Services Medal (ESM) in the General Division**

### ***Surf Life Saving Queensland***

**Mr Colin Denis Neil OAM**, Highland Park QLD 4211

Mr Colin Neil completed his Bronze Medallion at Southport Surf Life Saving Club in 1993. Having completed many training courses (over 160) Mr Neil is a qualified trainer and assessor and continues to contribute using these skills today.

Alongside his wife, Mr Neil answered the call to commence a dawn patrol on the Northern Gold Coast beaches due to the high increase in drownings outside of regular patrolled hours. Since 2004, he has an average of 200 morning patrols per year, which he continues to this day.

Using a four-wheel drive to tow a rescue water craft, complete with rescue and emergency equipment, the dawn patrol cruises up and down the coastline. There have been many occasions the dawn patrol has rescued, resuscitated, treated and advised members of the community.

In 1999, as the Surf Life Saving Queensland (SLSQ) state rescue water craft advisor, Mr Neil established the rescue water craft (RWC) operations from scratch, the first in Australia for Surf Life Saving. This involved research and development of equipment, radio communications, training and training of special techniques and development of standard operating procedures with consideration of relevant legislation and operator risks. This required management techniques and experience in process improvement and systems development for specialist multidisciplinary volunteer teams which form the basis of great organisations such as SLSQ.

Mr Neil has pursued opportunities to research areas in Queensland which are fit for purpose in RWC operations, and by completing training and specific area development, the SLSQ RWC network has spread throughout the state with RWC's used along the Queensland East Coast from Port Douglas to the NSW border.

## **Emergency Services Medal (ESM) in the General Division**

### ***Surf Life Saving Queensland***

**Mrs Susan Maree Neil OAM, QLD**

Mrs Susan Neil obtained her Bronze Medallion in 1993 and holds over 130 awards (courses). Her passion did not stop there, when in 2004 she responded to a significant increase in drowning by stepping up to patrolling the beaches from dawn until regular beach patrols started. As one of the original dawn patrol members, she has continued to patrol early mornings to this day.

She has held many roles at her Southport Surf Life Saving Club including director of Lifesaving. Since 2004, Mrs Neil has continued to patrol on average 200 mornings a year. She has a background as a registered nurse and her skills were tested on many occasions in the early mornings on the northern end of Gold Coast beaches. Dawn patrolling on the beach is more than just rescue and emergency care; education, preventative actions and public liaison are just as important in the prevention of possible drownings.

As an operational support service to clubs, Surf Life Saving Queensland (SLSQ) has a cohort of duty officers. Mrs Neil was the original duty officer advisor, and remained so for 11 years, and was instrumental with the inception of the cohort from the beginning. The role entailed recruitment, education and rostering of all Gold Coast duty officers. In the early days this included research and development of the required equipment for the duty officers to undertake their roles including communications, media training, manuals and standard operating procedures.

Mrs Neil has cultivated a professional approach to research and development as the SLSQ research and development advisor over a period of 12 years. This included vehicle and equipment development in the areas of rescue water craft, headset radio communications, new beach patrol signage and flags, motorised rescue boards and submersibles, four-wheel drive layouts, distinguishing uniforms/caps and many others – truly a success story for SLSQ.



## **Emergency Services Medal (ESM) in the General Division**

### ***ACT State Emergency Service***

**Mr Tristan Wesley Peemoeller, ACT**

Mr Tristan Peemoeller is a highly dedicated and valued member the ACT State Emergency Service (ACTSES). He unfailingly makes himself available to assist almost all SES calls for support, exceeding the volunteer obligation by 24 times of that required. His commitment to the ACT community is beyond question.

Mr Peemoeller has served as a frontline volunteer since 2017, he has always maintained a high level of competence and availability to support the community all year round. Mr Peemoeller is a very proactive member of the ACTSES, and throughout his time has responded to requests for assistance during floods, storms, missing person searches, and supports in the coordination of training activities. In addition, he unfailingly makes himself available to assist on a wide range of tasks, including assisting in the welfare of his fellow volunteers.

During the ACT Health response to COVID-19, his commitment was well above that requested by the ACTSES volunteers. He contributed multiple hours of service, participating in frontline operations, Incident Management Teams, and welfare and support activities. These activities included packaging food and supply packs for vulnerable communities, distribution of goods to ACT residents through the Canberra Relief Network, and delivery of school supplies and laptop computers to ACT students on behalf of ACT Education. Mr Peemoeller maintained his volunteer engagement through this difficult time, remaining operationally ready, when many did not.

Mr Peemoeller continues to demonstrate an outstanding level of commitment to the ACTSES and its members, continuing to go above and beyond in every aspect of his volunteering. His leadership and commitment, especially in regard to community education, ensures the ACT 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 into the professional organisation it is today.

## **Emergency Services Medal (ESM) in the General Division**

### ***Department of Justice and Community Safety (Victoria)***

**Mrs Susan Sheldrick, VIC**

Over Mrs Susan Sheldrick's 14 years as a Community Resilience Coordinator (CRC) with the Victoria State Emergency Service (VICSES), she has demonstrated outstanding commitment in emergency management to VICSES operations, training and community education and engagement. This has been evident with the provision of invaluable public information and community liaison work on the front line in major events across Victoria and in New South Wales, including the Victorian flood events of 2010, 2011, 2012, 2016, 2018, 2022, fire campaigns of 2003, 2006, 2009, 2019/20, storm events of 2012, 2014, 2018, 2019, 2021, blue-green algae emergency in 2016, and earthquakes in 2017, 2021, 2022. She commenced volunteer duties in parallel to be able to continue to do more community engagement work than would otherwise be required of a community resilience coordinator on staff.

Mrs Sheldrick has been a leader in the training and coordination space as a facilitator on the multi-agency Public Information Officer training suite (including warnings, media and community liaison) and VICSES Community Engagement Facilitator course for over 14 years. Her passion is to share her knowledge and experience in operational settings and coach and mentor other staff and volunteers how to support the community in preparedness messaging and messaging during and after emergency events.

Mrs Sheldrick works closely within the Culturally and Linguistically Diverse (CALD) communities and Joint Public Information Committees to ensure consistent and all agency messaging is distributed.

She has led the way with both external VICSES familiarisation and internal cultural awareness training, which were over and above the requirements of a CRC. A lot of the material VICSES uses today to support CALD and wider communities has been developed and enhanced by Mrs Sheldrick, in addition she has further developed and refined the material over the years.

A go-to for community engagement and public information personnel around the state, Mrs Sheldrick provides ongoing leadership and mentoring for staff and volunteers entering the emergency management sector. Furthermore, her willingness to show up for her community when needed, is one of the strongest in the sector and the Victorian community is unquestionably safer for her tireless work.

## **Emergency Services Medal (ESM) in the General Division**

### ***Surf Life Saving NSW***

**Mr Brian William Wilcox**, Forster NSW 2428

Mr Brian Wilcox has provided exceptional service to the community as a branch duty officer, rescue water craft (RWC) operator, patrol captain, trainer and assessor, and call out team member.

Since 1996, Mr Wilcox has been an invaluable member of the Lower North Coast branch of Surf Life Saving NSW, dedicating countless hours to ensuring the safety and wellbeing of those who use NSW beaches. His skills as an RWC operator and trainer have been essential to the success of NSW patrols, and his leadership as a patrol captain has inspired countless others to become involved in lifesaving.

In addition to his work on the beach, Mr Wilcox has been an active member of the Forster Surf Life Saving Club Call Out Team since 1994, responding to emergencies and saving lives in the community. Mr Wilcox is not only an outstanding individual contributor, but also a valued member of the Mid Coast Council Local Emergency Management Committee and Local Rescue Board Subcommittee.

Mr Wilcox's unwavering commitment to the safety and wellbeing of the community is exemplary. He has gone above and beyond in his service to the Surf Life Saving Lower North Coast Branch and Forster Surf Life Saving Club.

## **Australian Corrections Medal (ACM) in the General Division**

### ***Corrective Services NSW (Department of Communities and Justice)***

#### **Ms Alissa Beddy**

Ms Alissa Beddy began her career in Corrective Services New South Wales in 2009, spending her career working with high-risk offenders in residential centres. Over 14 years, she has become a distinguished member of staff, advancing from support work to key managerial roles. She also successfully founded and chaired an ongoing working group, which focuses on delivering services and upholding community safety, while supporting offenders' reintegration into the community.

During the height of the COVID-19 outbreak, Ms Beddy led Parramatta Transitional Centre through the implementation of COVID safe practices in line with the advice from the Department of Health, and within Department of Communities and Justice policies and procedures. She designed, developed and executed a safety plan which ensured the safety of all visitors, staff, and residents of the facility throughout the pandemic.

Ms Beddy was a representative on the review and implementation of Standard Operational Procedures (SOP) for residential centres, in response to the Inspector of Custodial Services recommendations. Her achievements included the successful implementation of new SOP's, staff engagement days, and a staff training package. Ms Beddy has introduced reflective practice for staff wellbeing which directly led the team to continue to be able to deliver pivotal work for New South Wales through the uncertainty of COVID-19.

Post COVID, Ms Beddy's hard work and dedication has directly reduced risk to the lives and sexual safety of children in the community. She has been awarded for her integral role in the management and monitoring of Child Sex Offenders residing at Nunyara Community Offender Support Program (COSP).

Ms Beddy is highly effective as a frontline operator and demonstrates a high level of resilience during challenging situations, which has been demonstrated through several recent interactions with offenders as well as her leadership through the COVID pandemic. She consistently demonstrates her commitment to her staff by debriefing and providing support in a confidential, caring and professional manner.

## **Australian Corrections Medal (ACM) in the General Division**

### ***Corrective Services NSW (Department of Communities and Justice)***

#### **Ms Donna Marie Brotherton**

Ms Donna Brotherton started her Corrective Services NSW career in 1995 and is acknowledged for always putting the needs of colleagues and inmates above her own. She began as a welfare officer at the Long Bay Complex, providing support services to both maximum and minimum security inmates.

During this time Ms Brotherton was seconded to a Justice Health pilot program to support the reintegration need of offenders returning to the community. This program won a Premier's Award. Since transferring to South Coast Correctional Centre in 2015, she has focused her work on building strong partnerships through collaboration and engagement with multi-disciplinary staff. She was selected as a mentor for the South Coast Women in Leadership program in 2022. By establishing strong local partnerships with Legal Aid, Justice Health, Narcotics Anonymous and Alcoholics Anonymous and other services, her work continues to drive and support inmate rehabilitation and reintegration pathways.

She is admired among colleagues for the decades she has spent honing her knowledge and developing her skills and expertise. The leadership and knowledge Ms Brotherton bring to her role as a services and programs team leader is the key to her ability to advocate for and provide guidance to inmates on their journey to reintegration into the community. Ms Brotherton's dedication to her work and in-depth knowledge of her field has made her a valued team member and reliable manager. She provides guidance and support to her colleagues at SCCC daily and is highly valued for her commitment and care.

## **Australian Corrections Medal (ACM) in the General Division**

### ***Corrective Services NSW (Department of Communities and Justice)***

#### **Ms Sheryn Carroll**

Ms Sheryn Carroll began her service with Corrections NSW in 2017, as a classification and placement officer at Metropolitan Remand and Reception Centre (MRRC), which houses the most inmates of any correctional facility within NSW. In 2022, she was promoted to manager of Client Services and Special Projects, in recognition of her relentless drive to build her skills and train and develop her team. A component of her role is constant, daily, face to face interactions with inmates.

Ms Carroll's dedication and enthusiasm informed her promotion to a newly created role as a senior classification and placement officer, during a time of significant change in the department. She persevered through two state-wide reforms and the unprecedented COVID-19 health emergency. In that period, she oversaw 7,300 health isolation requests, developing a database of COVID-positive inmates. Throughout this time, she was on site and ready to assist, after-hours and on weekends, with a positive attitude.

Without Ms Carroll's professionalism and expertise during this period, the MRRC would not have functioned to such a high standard. She created and developed procedures that support transgender and intersex inmates, including the management of female buy-up items and clothing, to be issued upon request to inmates at MRRC. Her work in facilitating and supporting gender diverse inmates has been foundational and informed the education of staff across Corrective Services NSW. She has provided support to transgender and intersex persons, by explaining policies and procedures around placement at alternate correctional centres, while ensuring assessments are performed with transparency for all stakeholders.

Ms Carroll's knowledge and expertise in this field is respected state-wide by staff and inmates alike, providing advice and support where required. She also provided on the ground advice and recommendations relating to the amendment of the transgender and intersex Custodial Operations Policy and Procedures and classification policies. One of her most important and sensitive tasks is the management of deaths in custody. Through her extensive and careful research, she provides accurate and timely advice to help guide the necessary legal response to these tragedies.

## **Australian Corrections Medal (ACM) in the General Division**

### ***Department for Correctional Services (South Australia)***

#### **Ms Jennifer Margaret Colley**

Ms Jennifer Colley has worked for the Department for Correctional Services for 12 years, commencing as a trainee correctional officer. She moved through the ranks to custodial officer, advanced correctional officer and is now the case management coordinator at Mobilong Prison (MOB).

Ms Colley has a strong code of ethics and adheres to the public sector values. Her attention to service to the broader community is of the highest level, ensuring their needs are met in line with operational requirements of the site. An example of this is through supporting familial contact between fathers and their children.

Ms Colley's liaison with Border Force Protection has ensured smooth transitions for the agency when a prisoner is departing the country or moving into detention. Border Force Protection have commended MOB for their assistance and support, largely due to the professional relationship Ms Colley has built and continues to nurture.

The role of case management coordinator is challenging, particularly when working with sentenced prisoners, life sentenced prisoners and remand prisoners, which have slowly increased over the years at MOB. This has created additional impacts and challenges which Ms Colley has faced with enormous resilience, courage and tenacity.

Ms Colley's professionalism is outstanding, she takes immense pride in her work and delivers consistently high outcomes to the community, prisoners and fellow workers. She is an exemplary officer and has an exceptional ability to work with the prisoners, demonstrating empathy and encouragement and assisting them to make changes to minimise reoffending.

## **Australian Corrections Medal (ACM) in the General Division**

### ***Department of Justice (Western Australia)***

#### **Ms Lisa Maree Cross**

Ms Lisa Cross commenced with the Department of Justice WA on 12 May 2010 as education campus manager with the Wooroloo Prison Farm, responsible for creating comprehensive education and vocational training for prisoners. She has implemented practical interventions building on prisoners existing strengths and skills and linking them with training that meets industry demands in the community.

Ms Cross uses innovative ways to introduce training that benefited both prisoners and prison management, including using machinery and surface-extraction courses to excavate dams on the farm site, and using training and materials to construct an aquaponics setup, providing both skills and produce to the facility.

Since December 2019, Ms Cross has overseen the state-wide Prisoner Traineeship program, with approximately 200 trainees enrolled at any one time. This program is unique to WA in its scope, allowing prisoners to enrol as trainees whilst employed in prison industries, covering twenty different industry areas. Traineeships give prisoners nationally recognised industry skills, placing them in an ideal position for employment post release. In an 18-month period over 700 plus traineeship contracts were endorsed. This included the introduction of new industries to address labour market shortages and increase service delivery across multiple prison sites.

Ms Cross has been instrumental in negotiating the expanded range of traineeships in prisons by reviewing the work undertaken in prisons industries and matched it to the Certificate II in 'Process Manufacturing'. She worked closely with the Industry Training Council, TAFE Colleges and the Apprentice Centre, and successfully lobbied for the department to be able to expand.

In her current role as manager regional, she leads a team of staff based at regional prisons across the state and has the unique combination of having been a teacher, manager, consultant, communicator, and evaluator of state-wide programs.



## **Australian Corrections Medal (ACM) in the General Division**

### ***Corrective Services NSW (Department of Communities and Justice)***

#### **Mrs Samantha Nanita Efu**

Mrs Samantha Efu has been with Corrections NSW at Long Bay Hospital since 2015. Over the past eight years, she has progressed from a scheduling officer to a senior case management officer. In this role, she has been devoted to forming individual plans for offenders, to cater to their specific needs and motivations. She has been passionate in advocating for more activities and programs for offenders, to occupy them and help with their rehabilitation.

Mrs Efu was an Ambassador of National Corrections Day 2023, through her Ambassadorship she facilitated National Correction Day festivities at Long Bay Hospital Correctional Centre. This event saw multidisciplinary attendance promoting the theme of "One Team, One Goal".

Mrs Efu is devoted to improving offender outcomes during their rehabilitation, linking them with alcohol and other drug services and employment opportunities. She encourages each offender to reflect on the reasons behind their behaviour and empowers them to consciously decide to make positive changes. Among the most impactful programs she championed at Long Bay Hospital Correctional Centre is a parenting program for offenders who struggle to build relationships with their children. These classes have helped participants create and strengthen familial connections that will motivate them in their journey to rehabilitation. Mrs Efu has also addressed the specific needs of elderly offenders, with wellbeing activities to encourage them to socialise. She believes improving offender outcomes and behaviour change, ultimately exemplifying through care.

During the COVID-19 pandemic, Mrs Efu initiated the use of video link suites for offender case management. This was an important way to continue to build rapport, despite the barrier of social distance. She ensured offenders were able to have access to services and helped provide offenders them with in-cell activities and case management intervention worksheets to keep them motivated and occupied during lockdowns.

Mrs Efu exhibits exceptional abilities to build and maintain relationships with different stakeholders across the Department of Communities and Justice. This has been beneficial to her multiple roles and to her ability to be part of a multidisciplinary team. Her magnetic personality brings people together and inspires them to be enthusiastic members of the workplace.

## **Australian Corrections Medal (ACM) in the General Division**

### ***Corrections Victoria (Department of Justice and Community Safety)***

#### **Ms Miranda Ellul**

Ms Miranda Ellul commenced with the Department of Justice and Community Safety as a clinician in 2008, quickly progressing to senior clinician, where she engaged in the frontline providing clinical services to offenders for several years.

Throughout her career, Ms Ellul has also engaged in managerial roles, overseeing the development and delivery of offending behaviour programs. However, a clinician at heart, since 2017 she has been serving in the role as senior clinician, delivering the Same Page program to offenders in custody and in the community.

Ms Ellul has established herself as a clinical leader who pursues and promotes service excellence, proactively searching for ways to optimise service user engagement and rehabilitation. In her role as regional manager, Offending Behaviour Programs, she pioneered the delivery of targeted offence specific programs in Victoria, matching service users with clinical interventions targeted at their specific offending behaviours and implemented a service framework aligned to the new serious violent offender legislation.

She developed and operationalised the roll-out of clinical assessments and programs for residents at the Judy Lazarus Transitional Centre. For service users in custody, Ms Ellul drove the provision of a suite of remand programs at the Melbourne Assessment Prison and other remand prisons, supporting newly imprisoned individuals with strategies to manage their emotions whilst transitioning to a high-risk custodial environment.

As the senior clinician – Same Page, Ms Ellul has consistently maintained high service delivery standards, while seeking innovative ways to enhance supports provided to service users. She has been instrumental in the implementation of significant improvements to the delivery of the Same Page program to support the reduction in service user's risk of reoffending. Over the past 15 years, she has led and navigated a broad and complex service system through collaboration, integrity, accountability, and humility. Ms Ellul is passionate about supporting others to make meaningful and significant change in their lives.

## **Australian Corrections Medal (ACM) in the General Division**

### ***Corrective Services NSW (Department of Communities and Justice)***

#### **Ms Cathryn Gibson**

Ms Cathryn Gibson began her career with Corrective Services NSW in the 1980's in record keeping, leaving briefly before returning in the early 1990's to commence a career that has seen her rise in the ranks to intake manager of Offender Special Programs at the Metropolitan Reception and Remand Centre (MRRC).

Ms Gibson spent 16 years in classification across all metropolitan NSW Corrections Centres, before moving into manager Offender Services and Programs in 2007. Notably, she helped implement the Drug Free Program and Drug Court at Parramatta Correctional Centre, before establishing the intake area of Parklea Correctional Centre. She was also instrumental in a landmark bid to keep John Morony Correctional Centre in public hands, as part of the transition team. She joined John Morony to work with young offenders and establish programs including the implementation of the Intensive Drug and Alcohol Treatment Program.

At MRRC, Ms Gibson's team is responsible for the intake screening process, including triage of the mentally unwell and the initial crisis care for the needs of new reception inmates. During the height of the COVID-19 wave, MRRC was the site throughout the state where all COVID positive inmates were sent, along with new reception inmates. Generally, MRRC receives a maximum of 30 new reception inmates per day. During COVID, these numbers were doubled to 60 per day, along with the intake hours being extended. The extra workload required additional staff and she not only oversaw the processing of inmates but managed new employees in a frenetic time.

Ms Gibson undertook extra hours of work with no complaint, ensuring the immense workload was completed and everything ran to schedule. She ensured her staff were supported and inmates received appropriate care. She personally checked on the inmates received into the centre each week, and performed daily walk-throughs of staff areas, disinfecting desks and computers.

## **Australian Corrections Medal (ACM) in the General Division**

### ***Corrections Victoria (Department of Justice and Community Safety)***

#### **Mr Wayne Maxwell Jackson**

Mr Wayne Jackson commenced with Corrections Victoria as a prison officer at the Metropolitan Remand Centre (MRC) in 2009. In 2012, Mr Jackson progressed to senior prison officer at the MRC before being appointed to the role of supervisor, Prison Intelligence Unit (PIU) in 2017. Mr Jackson's current role is supervisor, Security and Emergency Services Group (SESG) at the MRC.

Since the commencement of his career, Mr Jackson has established himself as a natural leader. His strength lies in the way he interacts and works with people, making a conscious effort to ensure that his interactions with people in custody are fair and respectful. He does not see people in custody as others, instead extending the same level of care, respect, and compassion that he would to members of the broader community. His ability to de-escalate situations through respectful interaction is an example to those around him and has contributed to the successful resolution of numerous incidents, and the non-materialisation of many more.

Mr Jackson's leadership of the MRC SESG response team and management of critical prison incidents is representative of what it means to be a modern 'first responder'. He is an exceptional role model and natural leader who inspires confidence in those around him. His approach to resolving critical incidents in a complex environment represents how emergency management should be approached by all staff, as he rapidly and instinctively makes decisions that prioritise not just the security of the prison, but the safety and welfare of those around him.

For more than 14 years, Mr Jackson has demonstrated an unwavering commitment to Corrections Victoria and its prisons and is held in high esteem by his colleagues. Corrections staff and people in custody are safer for his efforts.

## **Australian Corrections Medal (ACM) in the General Division**

### ***Corrections Victoria (Department of Justice and Community Safety)***

#### **Mr Mark Kenneth Jones**

Mr Mark Jones commenced with Corrections Victoria in 1999 as a prison officer at Bendigo Prison. Since that time, he has served in a range of frontline roles, including prison supervisor across several correctional locations. Mr Jones has had diverse experience across the system, having served as operations manager in a variety of roles and having been appointed in the commissioning team for Ravenhall Correctional Centre. Mr Jones is currently serving as senior operations manager at Barwon Prison.

He has established himself as driver of change who is committed to creating a custodial culture that supports positive rehabilitative outcomes for people in custody. Mr Jones was an asset to the commissioning team of Ravenhall Correctional Centre, bringing strong experience and detailed knowledge across all dimensions of prison operations, including the technical and legislative requirements for specialised aspects relating to security and emergency services. This work led to Mr Jones joining the GEO Group as operations manager, Security Services to help oversee the opening of the new facility.

As senior operations manager, Mr Jones' is at the forefront in driving initiatives and demonstrates a commitment to the safety and wellbeing of his colleagues. His leadership skills managed the implementation of the Safe at Work project, a reform initiative aimed at increasing the workplace safety of staff working in high security units. Mr Jones also led the design and fabrication of a prototype for a new trap-shield that provides greater protection for officers, which is being trialled for operational use. Mr Jones has held a distinguished career over 21 years of service, whose attitude and leadership in difficult situations has significantly contributed to the shaping of the Victorian prison system.

## **Australian Corrections Medal (ACM) in the General Division**

### ***Department of Justice (Western Australia)***

#### **Ms Sandra Patten**

Ms Sandra Patten, Assistant Superintendent Operations for Greenough Regional Prison (Greenough) has worked in the corrections environment for 19 years and is highly regarded and applauded for her front-line operational experience. She commenced with the Department of Justice on 26 July 2004 in the role of prison officer and was then promoted to senior officer in 2009.

Ms Patten has worked in various acting roles to gain invaluable operational experience including assistant superintendent Operations. She was appointed to her current role in November 2013 and continues to carry out acting superintendent positions across the prison estate.

Her role is diverse and at times difficult, specifically as Greenough is the third highest receiving prison in the prison estate which includes different cultures with the indigenous cohorts. Understanding local Indigenous cultural issues enables Ms Patten to liaise with family members directly on a range of concerns with respect to the transfer of their relatives.

Through the creation and implementation of new policy directives, Ms Patten has improved the operational needs for prisoner movement across the WA estate, which allows senior officer groups to ensure that the health, welfare and the continuing custody of prisoners is maintained when they are external of the prison. The improvements relate to long-haul escorts; Royal Flying Doctor Service escorts; escorting officers and receiving prisoners from external locations.

In December 2022, Ms Patten assumed the role of incident controller during a major critical incident. Her role ensured staff were supported whilst she tirelessly attempted to save the life of the injured prisoner, together with providing comfort to the prisoner cohort to alleviate stress during this sensitive time.

Ms Patten is well respected by her peers, colleagues, stakeholders, and by the prisoner cohort who entrust her to be fair, supportive and considerate of their welfare.

## **Australian Corrections Medal (ACM) in the General Division**

***Corrective Services NSW (Department of Communities and Justice)***  
**Ms Janine Wendy Powell**

Ms Janine Powell began her career with Corrective Services NSW (CSNSW) in 2006, undertaking a range of roles across centres. At Kirkconnell Correctional Centre (KCC) in 2009, she was promoted to first class correctional officer, with involvement in programs for moderate to high-risk offenders of sexual crimes. Since 2019, she has been a senior correctional officer at KCC and is highly regarded for her leadership and focus on supporting staff.

Ms Powell is particularly dedicated to providing opportunities to colleagues that will develop their skills. She is also highly regarded for her unique ability to identify and engage with high-risk offenders who would benefit from programs to improve their outlook and behaviour. She has participated in and facilitated several custody-based programs, including the Kirkconnell Peer Mentor Program, which ensure CSNSW delivers the best practice services to support offenders' behavioural changes. Through this program, she has made a meaningful contribution to community safety, by overseeing the program and ensuring staff develop the skills and knowledge they need to become effective correctional officers.

Ms Powell has a particular skill in developing rapport with inmates, providing them the opportunity to engage with a range of justice services that will support them to change their behaviour and turn their lives around. Her ability to work effectively and collaboratively across justice services has ensured the success of her programs, which have been adopted with further success in other centres. She is highly regarded by colleagues for her integrity, collaborative approach to challenges and focus on the career development of her staff. Ms Powell is knowledgeable, passionate and dedicated to her role and the people around her.

## **Australian Corrections Medal (ACM) in the General Division**

***Department of Justice (Western Australia)***

**Mr Michael John Reynolds**

Mr Michael Reynolds has worked in the corrections environment for 36 years, and is the former Commissioner of Corrective Services, at the Department of Justice WA. Over his career, he has been admired and respected by his peers as a man of his word, and by the prisoner cohort at large. He has listened and engaged with the prisoners, understood their concerns, fears and the issues that arise with having their liberty taken away.

Mr Reynolds has been a passionate supporter in moving away from the traditional prisoner/officer model of operations to a more engaged style of management and interactions. Commencing his corrections journey as prison officer in 1987 to 1996 with South Australia's Department for Correctional Services, Mr Reynolds worked in leadership roles including director Custodial Service, director Safety and Security Services Unit and general manager, Adelaide Remand Centre with a focus on developing and building teams to strengthen the state's security.

Prior to transferring to Western Australia in 2019, Mr Reynolds was responsible for developing and implementing processes for the successful transition of South Australia's prisons to become smokefree environments. He also successfully transitioned Western Australia's Bandyup Women's Prison in October 2022, which become the state's first smokefree custodial environment.

Through effective collaboration with not-for-profit and non-government agencies, Mr Reynolds oversaw the delivery of the Mallee Rehabilitation Centre; the first alcohol and other drug treatment for male prisoners; provided programs to female prisoners through the opening of a special kitchen facility supported by funding from the National Indigenous Australians Agency; and supported the implementation of a pilot program designed to support victims of family domestic violence as they prepare to leave prison.

Mr Reynolds has dedicated his career to ensuring that prisoners in correction centres are afforded essential services to meet their cultural needs and to assist them with their rehabilitation journey.



## **Australian Corrections Medal (ACM) in the General Division**

### ***Queensland Corrective Services***

#### **Ms Renee Natalie Rieson**

Ms Renee Rieson commenced with Queensland Corrective Services (QCS) in 2007. She has served in a range of frontline roles at Capricornia Correctional Centre where she has held the position of custodial correctional officer, correctional supervisor and acting correctional manager. Ms Rieson also worked for the QCS Academy in Brisbane and Capricornia as a training officer and senior training officer. She currently works within Capricornia Correctional Centre as a correctional supervisor.

In 2017, as senior training officer at QCS Academy, Ms Rieson worked alongside other correctional supervisors to develop the Aspiring Supervisors Development Program. This program focuses on leadership skills and prepares custodial correction officers who aspire to the rank of correctional supervisor.

In 2020, as a principal project officer, Ms Rieson was part of the team responsible for commissioning new infrastructure at the Capricornia Correctional Centre during its expansion build. The work involved liaising with operational staff to review instructions, processes and procedures, and testing new systems and capabilities.

Ms Rieson currently manages a team of officers and provides leadership and decision making to ensure the provision of services to prisoners and maintains the safety, security and good order of the prison. The challenges of her role require Ms Rieson to respond to incidents and ensure resolutions are undertaken in accordance with operating and agency procedures.

As a senior trainer, she delivers and coordinates training to new recruits ensuring they are competent in the basic skills required to commence duty as a custodial correctional officer. She has been involved in the training of 259 recruits.

Ms Rieson has served with distinction and made a significant contribution to the safety and wellbeing of the community of Central Queensland throughout her 15-year career. Her work has supported and developed frontline officers providing an enduring benefit to QCS.

## **Australian Corrections Medal (ACM) in the General Division**

### ***Queensland Corrective Services***

#### **Mr Geoffrey Phillip Robins**

Mr Geoffrey Robins commenced with Queensland Corrective Services in November 2008 as a probation and parole officer at the Cairns Community Corrections district office. Over the following three years Mr Robins held numerous roles at the district office including rural and remote case manager, assessment officer and probation and parole supervisor. In 2011 Mr Robins commenced acting in the district manager role at the Innisfail Community Corrections district office. He performed the supervisor and district manager roles across the Far Northern region, including Cairns and Mareeba until 2014. Mr Robins has also acted as the regional manager in the Far Northern region for extended periods on several occasions.

Mr Robins has extensive experience working in the frontline of community corrections and in remote communities in Far North Queensland. He is recognised as an authentic leader, proud advocate for working and living in remote communities, and promoting a culturally safe environment.

Mr Robins has a strong record of developing, implementing, and investing in local communities through place-based responses, including the Aurukun Justice Reintegration Project, which was developed locally in response to a substantial and prolonged period of significant unrest in Aurukun, intensified by substantial media attention.

In his current role as district manager in Weipa, Mr Robins is responsible for overseeing the management of hundreds of offenders who live across a dispersed geography. Mr Robins works directly with offenders in the community who are subject to supervision orders, in addition to recruiting, training and developing staff to do the same. Mr Robins has strongly supported safer community service delivery in remote communities and was instrumental in coordinating the trial of GPS safety devices to enhance staff safety while travelling to remote locations and undertaking activities in communities. His creative approach to recruitment has increased the visibility of Far North Queensland as a location of choice within Community Corrections.

## **Australian Corrections Medal (ACM) in the General Division**

### ***Corrective Services NSW (Department of Communities and Justice)***

**Ms Rebecca Anne Rowan**

Ms Rebecca Rowan commenced with Corrective Services NSW in 1997, in the probation and parole service at the Hurstville Regional Office. She spent 21 years as a community corrections officer in posts across NSW, before advancing to a team leader role in 2021. In her current role, Ms Rowan has been instrumental in the creation and delivery of a team focused approach to the management of Indigenous clients on community based legal orders.

Ms Rowan is responsible for supervising and driving the Walama project as well as the Byala team. The Walama list is a diversionary program targeting Indigenous offenders on remand appearing before the District Court. Targeting up to 50 participants, it aims to divert these offenders from custodial sentences and lengthy remand periods. She is the conduit to the sitting judges and their requests around case management and has had to lead in this space in challenging circumstances.

Ms Rowan continues to focus on enhancing quality service delivery outcomes for Indigenous offenders, meeting service delivery expectations whilst implementing case management in a different manner to enhance engagement and outcomes. This includes interviews at reporting centres, increased field work, “walk and talk” interviews (removing Indigenous offenders from an office environment), increased collaboration with service providers and a whole of team case management approach. All these approaches remain within the community corrections standards and the offender’s legal mandates, with a strong focus on engagement and interaction.

Ms Rowan is an innovative leader who has worked tirelessly with Indigenous offenders and the community to support offenders in meeting their legal obligations, whilst supporting their social reintegration and cultural connections, with a different approach to standard office interviews. She has consistently demonstrated authentic leadership and has a strong commitment to ensuring her colleagues are well supported in their challenging, specialised work.

## **Australian Corrections Medal (ACM) in the General Division**

### ***Corrections Victoria (Department of Justice and Community Safety)***

#### **Mr Philip David Sellman**

Mr Philip Sellman commenced with Corrections Victoria as a prison officer in 2014 following a successful career working in prisons in the United Kingdom. He is currently serving as a senior prison officer at the Metropolitan Remand Centre, where he draws on his superior communication and unit management skills to create better outcomes for high-risk offenders in an inherently unstable environment.

While Mr Sellman finished his career in the United Kingdom as a senior manager, his preference has been to remain as a frontline officer with Corrections Victoria, drawing on his experience to lift up those around him.

As a prison officer, Mr Sellman built a reputation as someone who could be depended upon to work in any area of the prison to an exceptionally high standard. However, it is as a senior prison officer in the accommodation units that Mr Sellman's passion for helping both prisoners in the care of Corrections Victoria and his fellow officers is best exemplified.

Mr Sellman's leadership style is defined by his approachability, calmness, and positivity. His commitment to mentoring and developing the staff around him is exemplary. Mr Sellman approaches his interactions with prisoners in the same way that he leads his colleagues; set clear expectations and be respectful. He is a dedicated case-manager who encourages prisoners to set goals, undertake education, complete treatment courses, and maintain their support networks in the outside world.

Mr Sellman stands out as an officer who brings calmness and stability to a difficult environment. His willingness to listen to prisoners and provide guidance to staff is the perfect foil for his surroundings. He is an officer who can be counted on and has been an exceptional servant of Corrections Victoria and the wider community.

## **Australian Corrections Medal (ACM) in the General Division**

### ***Community Corrections (Tasmania)***

#### **Mr Matthew David Shadwick**

Mr Matt Shadwick is currently the acting team leader within the Community Corrections Hobart Supervision team. In his 12-year career with the Department of Justice, Mr Shadwick has held a number of different roles, beginning as an administration support officer in 2011.

He has managed three vastly different and uniquely challenging units including Court Mandated Diversion (CMD), Home Detention Supervision and Assessment and the Supervision Team. In 2012 Mr Shadwick achieved the position of court diversion officer and relocated to Hobart from the north of the state. He has been appointed to higher duties as acting team leader in CMD on many occasions.

Mr Shadwick's work in CMD is varied and essential to the smooth operation of the program. He works with participants that have been referred to the program in order to identify offending behaviours and substance abuse patterns with the aim of reducing recidivism. He ensures that the participants' emotional health and welfare is considered when working through their treatment. Additionally, he facilitates the requirements of complex and high needs clients ensuring continuity of care so they are supported across all services with which they have contact.

As a subject matter expert in the field of CMD, Mr Shadwick is well regarded by his colleagues who regularly receive training and mentoring from him. His natural leadership skills and strong team-oriented practice means he is often requested to work collaboratively with stakeholders including the courts, police, prosecution and service providers to deliver information and reports.

Community Corrections staff hold great respect and admiration for Mr Shadwick's work ethic. He has spent his career advocating for his clients and providing opportunity for rehabilitation. He has a strong focus on offenders' capacity to improve their personal circumstances and as such has worked tirelessly to set and obtain goals to effect positive change. This has led to ongoing and meaningful contribution to the offender rehabilitation, seeing many clients successfully graduate from the CMD program over the years.

## **Australian Corrections Medal (ACM) in the General Division**

### **ACT Corrective Services**

#### **Mr Dean Matthew Smith**

Mr Dean Smith has been a frontline correctional officer with ACT Corrective Services (ACTCS) since 1997 and currently holds the position of correctional officer grade 2 at the Alexander Maconochie Centre. He is well regarded for the respectful way he treats both staff and detainees. Mr Smith is highly skilled in planning and coordinating responses to incidents or disturbances.

In an emergency, Mr Smith has an ability to assess and respond to what is often a rapidly changing situation. During these times, Mr Smith takes a leadership role in coordinating operational responses and has a high level of situational awareness. He provides detailed and clear instruction to staff, with each person knowing what is required of them and the importance of their role to achieve the desired outcome. Staff place trust in his expertise and judgement and are willing to follow his instructions in stressful and potentially hazardous situations.

Mr Smith treats all detainees with respect, especially when they are experiencing heightened emotional states. The detainees also show him respect, as he is tactful, considerate, upfront and transparent in his dealings with them and does not make false promises. He has exceptional communication skills and a relaxed disposition, which enables him to resolve conflict calmly and peacefully with detainees.

Mr Smith, throughout the duration of his career, has conducted himself with professionalism and integrity and has an untarnished service record. He is the epitome of an outstanding correctional officer and supervisor and he is admired by his colleagues for his professionalism. Overall, Mr Smith is an accomplished, yet humble, correctional leader who does not seek personal recognition.

## **Australian Corrections Medal (ACM) in the General Division**

### ***Corrective Services NSW (Department of Communities and Justice)***

#### **Mr Patrick Joseph Towns**

Mr Patrick Towns' career in Corrective Services NSW began in 1992 as an overseer and he has become an outstanding manager and leader in the 31 years since. He leads by example and consistently acts with integrity.

When Mr Towns' team, that consists of subordinate industries officers and inmates, committed to large scale upgrades for Shortland Correctional Centre following the COVID-19 pandemic, he was onsite assisting with tools in hand. His approach does not waiver between officers or inmates; if respect is given, it will be received in turn.

Mr Towns has guided colleagues and inmates through challenging commercial conditions and a global pandemic. He encourages the maturing and development of offenders through personal responsibility and accountability. Inmates have graduated from Corrective Service Industries' Facilities Management program and gone on to contribute to their community through running a small trade business and employing others.

Mr Towns' staff are relied upon to assist with the rollout of the program at all centres across the state. The success of his team is a testament to the strength of his leadership. They have won six of the last seven Business Unit of the Year Awards, with many individuals recognised among them. He has led his team through increased site requirements from one small centre on the complex, to three large centres with expansions and additional security units onsite.

The model utilised at Cessnock Correctional Centre is cited as the flagship for the current state-wide rollout of facilities maintenance. His emphasis on practical service delivery, mentoring and personal development of all staff is reflected in his team's success and Mr Towns' commitment to positive social and commercial outcomes has led to him securing 17 projects.

## **Australian Corrections Medal (ACM) in the General Division**

### ***Corrective Services NSW (Department of Communities and Justice)***

#### **Ms Samantha Rose Wager**

Ms Samantha Wager's career with Corrective Services NSW began in 2018, as an identified services and programs officer at Emu Plains Correctional Centre. Ms Wager is an analytical problem solver, thinking outside the box to provide holistic, wraparound services that are specifically tailored to the individual needs of inmates. She is a strong collaborator, linking her colleagues with the prison services team at Centrelink, with employment and NDIS providers, to ensure that all inmates receive the same level of service.

In her role, she demonstrates compassion and dedication, personally delivering items including interview appropriate clothing to offenders, as well as protective equipment for training. She ensures they access essential services, including housing and Centrelink support and that there are no barriers to employment and reintegration into the community.

There are countless examples of Ms Wager's dedication to the women in her charge, who she has supported by meeting their familial, personal and medical needs as they transition from custody. Just this year, she placed three Indigenous women in traineeships – all of whom have since been promoted in their roles. She has organised forklift licenses and industry accreditation for another ten women in 2023 and free training with local stakeholders to assist them in entering the workforce.

Ms Wager's dedication even extended to picking up these women for training at 4.30am every morning and returning them to the centre each night. Her commitment to this training will ensure they receive qualifications that can support enduring careers. She has changed the lives of several inmates, by placing them in jobs for the first time in their lives, in settings that support their overall wellbeing.



## **Australian Corrections Medal (ACM) in the General Division**

### ***Department for Correctional Services (South Australia)***

#### **Dr Yilma Woldgabreal**

Dr Yilma Woldgabreal began his career in the Department for Correctional Services (DCS) in 2001 and has worked in various roles including front-line social worker practitioner in community corrections, intervention worker, manager, researcher, project officer and team leader before commencing in his current role as a senior rehabilitation psychologist in the Rehabilitation Programs Branch in 2016.

In addition to his social work qualification, Dr Woldgabreal qualified as a psychologist and completed a PhD. He has worked extensively with Aboriginal offenders within DCS and been involved in the creation of an Aboriginal specific Violence Prevention Program that addresses violent behaviours in a culturally appropriate manner.

With the recent focus on violent behaviours within African communities in South Australia, Dr Woldgabreal has played an integral role in setting up focus groups within the African community. In 2022, he was selected to prepare a report that has now been tabled to key stakeholders that summarises the information from the focus groups and outlines any recommendations made by the group.

Dr Woldgabreal's research into cultural biases that occur within correctional settings has been important work into attempting to reduce Aboriginal incarceration.

## **Australian Corrections Medal (ACM) in the General Division**

### ***Queensland Corrective Services***

#### **Mr Stephen Glen Wright**

Mr Stephen Wright is a dedicated and respected corrections professional with a career spanning over three decades. He has showcased exemplary leadership skills and been instrumental in driving cultural change within the correctional system, prioritising safety, and fostering a supportive environment.

Mr Wright's journey in the corrections field began in 1990, when he joined as a custodial correctional officer. Since then, he has served in various capacities, assuming numerous acting positions throughout his distinguished career. As acting superintendent at Wolston Correctional Centre, he continues to excel in his commitment to maintain a safe and secure environment for staff and prisoners.

Mr Wright has contributed to the establishment of one of Queensland's highly regarded bespoke service delivery models which has significantly lowered the incident rate at Wolston Correctional Centre. During the challenging times of COVID-19, he played a pivotal role in ensuring the safety and well-being of both staff and prisoners. His proactive approach and steadfast support were instrumental in implementing necessary measures and protocols to mitigate the risks associated with the virus, thereby safeguarding the correctional community.

With over 30 years of correctional experience, Mr Wright's expertise and dedication have been invaluable in the pursuit of continuous improvement and the betterment of Queensland Corrective Services (QCS). He has consistently displayed a strong sense of responsibility and a genuine concern for rehabilitation and well-being of prisoners. He has led staff through difficult situations, such as deaths in custody, attempted suicide, self-harm and serious assaults, providing support, direction and guidance throughout. Mr Wright is motivated by QCS's goals to treat prisoners humanely and release better people.

**Australian Intelligence Medal (AIM) in the General Division**

**Mr Cameron Ashe**

Details not available.

## **Australian Intelligence Medal (AIM) in the General Division**

**Ms Jenny Gianakis**

Details not available.

## **Australian Intelligence Medal (AIM) in the General Division**

**Mr Wayne H**

Details not available.

## **Australian Intelligence Medal (AIM) in the General Division**

**Mr Dominique Labutte**

Details not available.

## **Australian Intelligence Medal (AIM) in the General Division**

**Mr Claudio S**

Details not available.

## **Australian Intelligence Medal (AIM) in the General Division**

**Mr Reyner W**

Details not available.