

Public Service Medal (PSM)

Federal

Ms Susan Dorothy Bodell, Curtin ACT 2605

For outstanding public service, contribution and achievement to Australia's interests in the Indo-Pacific region.

Ms Susan Bodell was the inaugural Assistant Secretary of the Indo Pacific Branch that was established in 2018 to lead the Australian Defence Organisation's development and input into the whole-of-government Pacific Step Up initiative.

Ms Bodell was responsible for Defence's input into the whole-of-government strategy for the Indo Pacific, through the development and successful implementation of new policy proposals aligned with the Step Up initiative.

Ms Bodell's achievements include responsibility for the successful construction of the Fijian Blackrock Peacekeeping Training Centre, the Solomon Islands border outposts and Lombrum naval base in Papua New Guinea.

Ms Bodell's support to a range of people and initiatives was outstanding. Her work made a significant contribution to Australia's strategic policy goal of safeguarding the rules-based international order and Australia's status as a regional leader. She has been an exceptional public servant who demonstrates the finest values of the Australian Public Sector.

Public Service Medal (PSM)

Federal

Ms Tamara Michelle Curll, ACT

For outstanding public service to the Australian Government and public through her sustained contribution to Australia's action on climate change.

In 2022 and 2023 Ms Tamara Curll led the successful delivery to the United Nations Framework Convention on Climate Change (UNFCCC) of Australia's first greenhouse gas inventory consistent with the Paris Agreement obligations. This achievement meant that in April 2023 Australia became the first country in the world to deliver a national inventory consistent with the Paris Agreement architecture.

Ms Curll is recognised across government and internationally for her tireless work on climate change and has made important contributions to the design and implementation of the Montreal Protocol, Kyoto Protocol, Copenhagen Accord, Cancun Agreement and the Paris Agreement.

Ms Curll is an outstanding Australian Government representative committed to ensuring Australia's compliance with its international climate change treaty obligations. Ms Curll has made significant policy contributions and personal contributions to the field of climate change, resulting in Australia's reputation as an authentic, helpful and well respected participant in international discussions.

Ms Curll is an exemplary public servant, unwavering dedication to her task, loyal to the principles of ethical public service and an aspiring leader.

Public Service Medal (PSM)

Federal

Dr Stephanie Davis, Giralang ACT 2617

For outstanding public service through sustained leadership in supporting Australia's primary health care system throughout and beyond the COVID-19 pandemic.

Dr Stephanie Davis was seconded from the Australian National University in March 2020 to support the early policy-making around general practitioner respiratory clinics as well as assist in developing the initial primary care response to the emerging COVID-19 pandemic.

Dr Davis finalised preparation of a vital online training module in infection prevention and control health, aged care and disability workers. The training module was completed by more than 2.34 million care workers throughout the course of the pandemic, helping to protect them and their patients from infection.

Dr Davis also made a significant contribution to the planning and roll-out of the network of Medicare urgent care clinics, where patients receive care for urgent conditions to help ease the pressure on hospital emergency departments. She was also integral in developing new models of incentives to reward general practitioners delivering care in residential aged care and complex, disadvantaged patients.

Dr Davis has worked in multiple international health deployments. She regularly provides clinical services in remote Aboriginal communities in Western Australia and works in Canberra in a refugee health centre.

Dr Davis is known for having a profound, intellectually impeccable, evidence-based and deeply passionate commitment to equity in health and wellbeing of everyone in Australia, working with great integrity and dedication.

Public Service Medal (PSM)

Federal

Mr James Eynstone-Hinkins, QLD

For outstanding public service through his substantial contribution to the Australian Government in the field of data and statistics in public health, especially during the COVID-19 pandemic.

As the director of Health and Vital Statistics at the Australian Bureau of Statistics (ABS), Mr James Eynstone Hinkins co-led an expert team that produces data on births, deaths and causes of death which is essential to guide decisions in public health and to find ways to save lives.

Mr Eynstone-Hinkins made a substantial contribution to the field of data during the COVID-19 pandemic. His service of which some has been jointly conducted with a colleague, was conducted while continuing to produce all other standard outputs as well as providing international support.

He has led key projects to enhance ABS's National Mortality Dataset, such as providing information on complex factors associated with suicidal behaviour and enabling more targeted intervention strategies to help those at risk of taking their own lives.

Mr Eynstone-Hinkins is also a key recognised leader in international health classification work, serving as co-chair of the World Health Organization's (WHO) Mortality Reference Group since 2021. As a special advisor to the WHO on mortality statistics he has supported countries throughout the Pacific region to develop their Civil Registration and Vitals Statistics (information on registered births, deaths, and marriages).

Mr Eynstone-Hinkins has a deep level of expertise, shows tremendous support to his colleagues and easily demonstrates his deep knowledge, enthusiasm and dedication to his work to the highest of standard.

Public Service Medal (PSM)

Federal

Ms Monique Hamilton, VIC

For outstanding public service in delivering significant and enduring reform in project and contract management.

Ms Monique Hamilton has introduced greater scrutiny and accountability mechanisms to support more effective program and contract management. Her collaboration approach to working with large scale contractors and Defence employees has brought efficiencies and innovations to the delivery of goods and services and importantly, better experiences for Defence members in particular.

Ms Hamilton's contribution to the transformation and modernisation of service delivery has improved the way in which Defence workers and their families access services. Services are available on the Defence network and on any device anytime.

She demonstrates exemplary leadership by combining her strong people management capabilities, a teamwork and one enterprise ethos. She uses her program management to drive innovation, increase community confidence and achieve government outcomes.

Ms Hamilton has built positive, inclusive and diverse workplace cultures across the Defence enterprise in the service of capability outcomes for the Australian Defence Force and improved the lived experience of service personnel.

Public Service Medal (PSM)

Federal

Ms Jennifer Leanne Hazelton, ACT

For outstanding public service in delivering evidence-based food labelling standards and information for consumers.

Ms Jennifer Hazelton led the development and implementation of a world leading pregnancy warning label for Fetal Alcohol Spectrum Disorder (FASD) on alcoholic beverages sold in Australia and New Zealand.

She was integral to all elements of this labelling standard, such as extensive consultation, consumer testing and analysis and a full cost benefit analysis all while gaining significant interest and views expressed by industry and public health stakeholder groups and heightened interest by the media.

Ms Hazelton has also been a key contributor to outcomes and actions that resulted from the 2011 Labelling Logic: Review of Food Labelling Law and Policy. She played a critical role in developing the government response to the review and in driving the technical work required because of the review.

She has represented Australia at many international meetings and has been instrumental in leading international standards development work on food allergen labelling.

Ms Hazelton has spent her career promoting nutrition, protecting public health and supporting consumer understanding of food labels. Her leadership and the quality of her work have brought credit to herself and to Food Standards Australia New Zealand and has shown Australia to be an international leader in food regulatory science.

Public Service Medal (PSM)

Federal

Ms Leonie Holloway, Jeir NSW 2582

For outstanding public service in leading the National Cultural Policy Taskforce to deliver Australia's first cultural policy in over a decade.

Ms Leonie Holloway demonstrated and upheld a culture of respect, integrity and kindness while leading a national consultation process to hear opinions from arts organisations, cultural organisations, the public and state and territories, while supporting and liaising with advisory groups.

She oversaw an interdepartmental committee established with representatives from across the government to develop and draft the whole-of-government policy and secure funding to support Australian arts and culture over the next five years. Ms Holloway ensured the delivery of this policy in a compressed timeframe, with her commitment and leadership culminating in the launch of the policy in January 2023.

This particular policy development process was a one-of-a kind achievement in the context of the arts portfolio and reflects Ms Holloway's extraordinary leadership and ability to deliver results under immense pressure and compressed timeframes.

Ms Holloway is known to be a supportive, inclusive and gentle leader with an unwavering moral compass and impeccable professionalism. She has demonstrated and upheld a culture of kindness, respect and integrity, an excellent example that defines the Australian public sector.

Public Service Medal (PSM)

Federal

Ms Vidoshi Jana, ACT

For outstanding public service and dedication to public administration in leading the concept design, approval and establishment of the National Emergency Management Agency.

In 2022 Ms Vidoshi Jana led the transition of the Emergency Management Australia (EMA) and the National Recovery and Resilience Agency (NRRRA) when they transitioned into the new National Emergency Management Agency (NEMA) which was completed in a little under six months after its announcement by the Australian Government.

Ms Jana has enhanced the corporate and governance framework on all fronts – strengthening governance, supporting the modernisation of technology, developing the capability of NEMA’s workforce and workplace/property footprint. She has ensured the government is well positioned to meet its important national mandate.

The success of NEMA’s establishment and its ongoing drive and commitment to serving the public in times of need can be attributed to Ms Jana’s dedication and determination. Ms Jana displayed tireless dedication to the agency and her fellow colleagues, while always acting in the best interests of staff.

Ms Jana is a leader who is deeply committed to providing solutions, driving outcomes and is a role model for junior staff in true ethical leadership and adherence to the Australian Public Service values. She has made a significant contribution to public administration over her career.

Public Service Medal (PSM)

Federal

Ms Michelle Gaye Lees, QLD

For outstanding public service in the delivery of support and payments to Australian citizens in times of national emergencies and other critical events.

Ms Michelle Lees is an extraordinary leader at the forefront of Services Australia's response to Australian national disasters. With over 38 years' experience in health and welfare delivery, Ms Lees delivered services for the benefit of customers during the 2019-20 bushfires, the 2021-22 floods and health payments and services during the COVID-19 pandemic.

Ms Lees' service delivery expertise provided support through mobile service centres and teams to 90 locations during the 2019-20 bushfires, delivering over \$280 million in bushfire assistance to support impacted Australians.

As the emergency director for the 2022 Queensland and New South Wales flood events, Ms Lees led Service Australia's flood emergency response through the provision of the Australian Government Disaster Relief Payment and disaster recovery relief. Ms Lees was on the ground supporting staff to provide essential services and a reassuring presence.

Ms Lees demonstrated her exceptional leadership throughout the COVID-19 pandemic addressing critical government priorities including the design, build and delivery of the COVID-19 digital vaccination certificate and the unprecedented assistance claim volumes for people impacted by the pandemic.

Ms Lees is a well-respected and trusted senior executive who has made a significant contribution to the Australian Public Sector and has been instrumental in leading and transforming the way services are delivered for Australians.

Public Service Medal (PSM)

Federal

Mr David Charles Lewis, Hackett ACT 2602

For outstanding public service in providing expert constitutional policy advice to all parts of the Australian Government.

Mr David Lewis leads a small team that is central to ensuring that constitutional policy interests are reflected and protected across all of the work of the Australian Government. This includes the Office of Constitutional Law providing advice on measures going to the Federal Cabinet and instructing on constitutional law issues arising in litigation in federal and state courts.

Mr Lewis played a key role in supporting the government to develop the Constitution Alteration (Aboriginal and Torres Strait Islander Voice) 2023, working closely with colleagues in the National Indigenous Australians Agency, Australian Government Solicitor group and the Department of Finance.

Mr Lewis led his team in significant work during the COVID-19 pandemic to support the government's response in a rapidly evolving and changing landscape which delivered legally sound and effective advice to government to support and protect the Australian community. Mr Lewis and his team achieved this while still progressing core litigation work.

Mr Lewis is an exemplary leader and steward particularly for his expert and impartial advice to successive governments. He is relied upon by his senior leadership while always checking in and supporting his colleagues.

Public Service Medal (PSM)

Federal

Ms Fiona Rose MacDonald, Gungahlin ACT 2912

For outstanding public service in customer service, policy and program design and service delivery.

Ms Fiona MacDonald is widely respected for her tireless effort in delivering a key element of the largest reform in employment services, Workforce Australia, to support Australians on their path into the workforce.

Ms MacDonald was instrumental in establishing the Contact Centre, which can be seen as the largest employment services provider in Australia, delivering vital support and services to hundreds of thousands of Australians through the Workforce Australia online platform. The Contact Centre brings together several critical call centre lines from across the Department of Employment and Workplace Relations, Department of Social Services and the National Indigenous Australians Agency.

Ms MacDonald demonstrated her leadership in managing a complex national call centre function, most significantly through the COVID-19 pandemic. She provided thoughtful direction through this period of uncertainty and significant workload pressure, demonstrating her strong ability to marshal her geographically dispersed team in a time of major disruption.

Ms MacDonald displays exceptional commitment and leadership to build capability and capacity across all levels of the Australian Public Sector. She epitomises the values of the Australian Public Sector stewardship, building trust and harnessing experience, diversity and resources to deliver employment service programs that drive positive citizen experiences.

Public Service Medal (PSM)

Federal

Dr Lindsey Mackay, NSW

For outstanding public service and commitment to advance chemical and biological measurements, particularly in anti-doping testing and intelligence gathering methods.

Dr Lindsey Mackay has been responsible for maintaining Australia's only laboratory which tests athlete samples for performance-enhancing and banned substances, develops world-leading testing methods (for example, to detect gene doping) and provides advanced anti-doping services for Australia.

The drug profiling program that Dr Mackay has nurtured provides all the testing for major sporting events including the 2018 Commonwealth Games. The program also contributes to strategic intelligence for law enforcement which assists in intercepting drugs before they reach the Australian border. This type of intelligence includes determining the geographical origin of cultivated drugs (heroin and cocaine) and the manufacturing process and precursors of synthetic drugs such as methylamphetamine and MDMA.

Dr Mackay provided leadership, technical knowledge and guidance for nationally and internationally significant advances in the field of chemical and biological measurements. She is regarded internationally as a technical expert and strategic leader. She was recently invited to take part in an international expert review of the United Kingdom's National Measurement Laboratory (NML) in London in 2023.

Dr Mackay is an exemplary ambassador for Australian measurement science in the national and international community, and a role model for others to follow, both in her professional achievements and kind consideration of others.

Public Service Medal (PSM)

Federal

Ms Rachael Karen Moore, Ainslie ACT 2602

For outstanding public service in leading Australia's humanitarian, reconstruction and consular response as High Commissioner to the Kingdom of Tonga.

Ms Rachael Moore managed a complex humanitarian crisis as High Commissioner to the Kingdom of Tonga in response to the Hunga Tonga-Hunga Ha'apai volcanic eruption resulting in a tsunami of up to 18 metres on 15 January 2022.

Despite Ms Moore and her two young children needing to flee the tsunami waves, which inundated the High Commissioner's residence, she oversaw the evacuation of all Australian personnel and their families to higher ground. She also ensured the safety and welfare of all her staff, including locally engaged staff on whom the disaster took a significant toll. She successfully managed this despite Tonga's borders being closed due to the COVID-19 pandemic.

Ms Moore and her team supported Tonga to maintain communications with the outside world in the initial phase of the response through the High Commission's satellite phones when all other international communications channels were down. Ms Moore responded swiftly and comprehensively, coordinating the delivery of over 360 tonnes of equipment and disaster relief supplies on board Royal Australian Navy ships and Royal Australian Air Force flights.

Ms Moore's leadership and effective and trusting relationships that she established with Tonga's newly sworn-in government were critical to Australia's timely, effective and sustained response. Her diplomatic and personal aptitude and relentless endeavours were crucial in addressing this once-in-a lifetime catastrophe.

Public Service Medal (PSM)

Federal

Ms Lauren Moran, Bald Hills QLD 4036

For outstanding public service in jointly creating new, timely information on causes of deaths, by producing a range of mortality statistics to support COVID-19 responses.

During the COVID-19 pandemic, as the director of the Mortality Data Centre, Ms Lauren Moran co-lead her team to implement expedited mortality data reporting to capture the immediate and detailed COVID-19 impacts. This monthly reporting became essential for understanding not just COVID-19's direct impacts and its indirect consequences on the population but impacts on changes in patterns of deaths, including important information about those who died such as age, country of birth and other health conditions to help target health interventions.

The mortality data is invaluable in assisting the Department of Health and Aged Care to provide the best possible advice to government to improve health outcomes for Australians. Ms Moran and her team were highly collaborative in their approach and were able to deliver vital statistics reports during an extremely challenging period within short timeframes.

Ms Moran's knowledge and experience in her work of vital statistics is also known across the Asia-Pacific region such as when she co-facilitated a United Nations Economic and Social Commission for Asia and the Pacific workshop in early 2023.

Ms Moran made a substantial contribution to the world of data during the COVID-19 pandemic, to inform policy, direct resource allocation and underpin strategic planning. She is known as an inspirational leader who has forged strong relationships across all levels of government and demonstrated dedication to her work and her colleagues.

Public Service Medal (PSM)

Federal

Ms Abigail Emma Ogada-Osir, ACT

For outstanding public service in cultural diversity, particularly the Cultural Diversity Sprint Project.

Participation in the Culturally and Linguistically Diverse (CALD) Network is voluntary and as one of two Senior Advisers on the network's executive, Ms Abigail Ogada-Osir took on a leadership role, guiding and supporting other members of the executive while balancing a high workload in her regular role.

Using her influence and credibility to connect with senior executive service employees on CALD issues, Ms Ogada-Osir strongly advocated for the Cultural Diversity Sprint Project, which was endorsed by the Department of the Prime Minister and Cabinet's (the department) Executive Board in late 2022.

The Cultural Diversity Sprint Project was co-designed by the Executive Board, the CALD Network and the Australian Public Service (APS) Reform Office. It was a 12-week project which sought to identify and address potential barriers hindering cultural diversity in the department's workforce.

Ms Ogada-Osir's leadership and innovation was instrumental for the launch and the continuing success of the project. She co-led the design of the project proposal, gained the support of the Executive Board and managed the recruitment of the project team. She expertly leveraged her position as a Senior Adviser in the APS Reform Office to share the idea of the project across the government, delivering presentations and meeting with departments and agencies to empower them to advocate for their own CALD projects.

Ms Ogada-Osir has fundamentally contributed to the improvement of the Australian Public Sector culture, reputation and expertise through her work.

Public Service Medal (PSM)

Federal

Dr Mark Andrew Schipp, ACT

For outstanding public service in improved outcomes for animal health and biosecurity in Australia and overseas.

As the Australian chief veterinary officer and Australia's delegate to the World Organisation of Animal Health (WOAH), the international standard setting body for animal health, welfare and international trade, Dr Mark Schipp has raised Australia's profile and influence within this intergovernmental organisation, allowing him to promote Australia's favourable animal health status internationally.

Dr Schipp has been at the forefront of several animal disease outbreak responses, including avian influenza in poultry, white spot syndrome virus in prawns and Japanese encephalitis virus in pigs which has the potential to affect other animals and humans.

Dr Schipp has led many initiatives over his career, in particular his advocacy and passion for a 'One Health' approach that brings the intersection of the animal, human and environmental health sciences into focus on the international stage.

Dr Schipp has led these initiatives through the COVID-19 pandemic, which despite the challenges of operating in this environment, also provided the perfect opportunity to highlight the intersect between diseases emerging from animals and or wildlife which can impact humans.

Dr Schipp's leadership and expertise in animal health, biosecurity and welfare at both a national and international level, has enabled him to achieve improved outcomes in a quiet and unassuming manner.

Public Service Medal (PSM)

Federal

Dr Jodie Ward, NSW

For outstanding public service in advancing forensic human identification capabilities in Australia, particularly for the establishment of the Australian Federal Police National DNA Program for Unidentified and Missing Persons.

The National DNA Program for Unidentified and Missing Persons has proven to be an impactful scientific capability that has reunited unidentified human remains with families suffering ambiguous loss. This includes the long-held remains of missing persons and homicide victims, and the Ancestral Remains of First Nations people that can now be repatriated.

Dr Jodie Ward successfully advocated for the resources to establish this unique facility and implemented specialised forensic testing not previously available in Australia to position the Australian Federal Police at the forefront of best practice forensic human identification practices locally and globally.

Her commitment to pioneering new forensic DNA techniques to advance unidentified and missing persons' cases has seen her awarded a Churchill Fellowship, and invited to join the International Commission on Missing Persons Expert Panel of Scientific Advisors, INTERPOL Disaster Victim Identification Forensic Genetics Sub Working Group and The Missed Foundation board.

Dr Ward worked tirelessly to research, envision and apply an effective human remains identification program for Australia. Her technical expertise and utmost dedication have contributed to resolving numerous cold cases and providing long-awaited answers to families with deceased and missing loved ones.

Public Service Medal (PSM)

New South Wales

Ms Tish Dianne Bruce, Canterbury NSW 2193

For outstanding public service to NSW community health care.

Ms Tish Bruce is the executive director of the Health and Social Policy Branch of the Department of Health. She has dedicated her career to the NSW health service, working tirelessly to deliver the highest quality community health services to the people of NSW. Moving from clinical care as a speech pathologist, to the leadership of community health services and then statewide stewardship of health policy for maternity, child and family health, primary and community care, and aged care.

For the past eight years Ms Bruce has led reform and funding enhancements in the palliative care portfolio. Her strategic leadership has seen hundreds of new nursing, allied health, medical and Aboriginal health roles established to better support people at the end of their life. At the other end of the spectrum, she has influenced a whole-of-government commitment to giving children in NSW the best start in life through the Brighter Beginnings: The First 2000 Days of Life framework. This is an early-intervention program which increases access to education, health, community and government services to disadvantaged and vulnerable families.

Ms Bruce led the establishment of the first joint statement between primary health networks, NSW Health and the Federal Government in 2021. NSW was the first jurisdiction to develop and implement such an initiative, which provides a set of principles for engagement across these partners and a commitment to operate as one health system, to deliver person-centred healthcare and ultimately, better outcomes.

Ms Bruce is a committed and inclusive leader. She innovates for better health outcomes for priority populations such as people with disability, culturally and linguistically diverse (CALD) and refugee communities, LGBTQI+ communities, and vulnerable children and families. Across the NSW Health system, colleagues regard Ms Bruce for her kindness, compassion and willingness to bring people and organisations together to take action that will affect real change in people's lives.

Public Service Medal (PSM)

New South Wales

Ms Belinda Lee Cashman, Cambridge Park NSW 2747

For outstanding public service to Aboriginal community health in Western Sydney.

Ms Belinda Cashman has dedicated her career in the public service to the Closing the Gap strategy. As the director of Aboriginal Health Strategy, Ms Cashman has created networks, relationships and structure to allow for a greater level of culturally appropriate care of Aboriginal patients and improved engagement with Aboriginal staff.

Ms Cashman demonstrated innovative service delivery to Aboriginal communities during the COVID-19 pandemic. She led the development and distribution of Aboriginal targeted resources, through media and videos, on the importance of COVID-19 testing and vaccination. She also developed and led the distribution of essentials packs which included hand sanitiser, toilet paper, masks and clear information about isolation requirements, and coordinated the provision of food hampers to families in isolation. Ms Cashman ensured cultural support at COVID-19 testing centres and coordinated the provision of COVID-19 and flu vaccinations for the community at the Aboriginal Health Hub. All of these initiatives supported the Aboriginal community in Western Sydney to navigate the challenges of the time.

In response to the pandemic, Ms Cashman also led the establishment of immunisation and developmental clinics for Aboriginal children in Western Sydney ensuring these vital health interventions remained up to date during this time of upheaval.

Ms Cashman's commitment to Aboriginal health has been evident in the development of the Aboriginal specific Western Sydney Local Health District website. Previously, information relating to Aboriginal health was difficult to find. The new website brings together all projects, services and information for Aboriginal consumers in an intuitive, comprehensive way, to ensure they can easily find information and services. She has also shown leadership to her Indigenous colleagues by establishing the Aboriginal Staff Network, a culturally safe space where Aboriginal staff can meet monthly as well as the inaugural Aboriginal staff conference in 2023.

Public Service Medal (PSM)

New South Wales

Mr Perry Celestino, Tahmoor NSW 2573

For outstanding public service to public education, particularly in innovation to support teaching.

Mr Perry Celestino began his teaching career with the Department of Education in 1973 as a geography and commerce teacher.

Mr Celestino's interest in anthropology led him to partner with academic colleagues at the University of Sydney, developing anthropology as an "other approved studies" course, available to Higher School Certificate (HSC) students at the time, and later, the current course "Society and Culture".

Mr Celestino's passion for teaching led him to develop the Future Teachers program at Macquarie Fields High School, with the goal of immersing interested secondary students in the behind-the-scenes work of teachers. As a result of his drive and commitment to the program, the Future Teachers program has increased in numbers with over 200 participants in 2023, and the initiative is now operating in a range of schools across the state, providing metropolitan and rural students alike with opportunities to connect with universities, prepare and deliver lessons to peers and experience the joys of teaching.

Throughout his career, Mr Celestino has placed students at the centre of all he does, ensuring they have exposure to high quality teaching and learning, and the opportunity to gain an insight into the all-encompassing role of teacher.

Public Service Medal (PSM)

New South Wales

Mrs Kristie Clarke, Kyogle NSW 2474

For outstanding public service to residents of the Northern Rivers following the catastrophic floods in February 2022.

In her role as acting Executive Director of the Northern Rivers Adaptation Division with the NSW Reconstruction Authority, Mrs Kristie Clarke has demonstrated outstanding leadership and dedication to this community following the catastrophic flooding event in 2022, which impacted more than 6,000 homes. She has shown exemplary personal resilience and drive to deliver positive outcomes for the devastated region as they recover from this unprecedented natural disaster. Mrs Clarke has been instrumental in the community recovery since this disaster.

Firstly, by leading the establishment of 40 recovery centres and assistance points which serviced over 50,000 residents at their most vulnerable time. Secondly, by leading the establishment of 11 temporary housing villages across five local government areas. The temporary housing response was unprecedented in size, scale and speed, housing over 1,800 flood affected residents. And finally, over the last 12 months, implementing the Resilient Homes Program, a complex and large-scale voluntary buyback program. As a result of this program, over 740 buyback offers have been progressed to homeowners. More than 590 homeowners have accepted an offer and more than 360 properties have been settled.

In her roles, Mrs Clarke has utilised her strong engagement and partnership skills to manage rapid resolution of significant complex site issues relating to biodiversity, contaminated land, critical services infrastructure and flood impact. She is held in the highest regard by stakeholders across all tiers of government, community, non-government organisations and other partners. Her ability to build consensus and leverage strong relationships to rapidly mobilise programs has accelerated the recovery and built long term community resilience. Her work was challenging and under significant media pressure. She is an inspiration to her peers and colleagues and the community at large, going above and beyond in service to the people of NSW.

Public Service Medal (PSM)

New South Wales

Dr Malcolm Haddon, NSW

For outstanding public service in the promotion of multiculturalism, social cohesion and community harmony.

In his role as the associate director of Community Resilience at Multicultural NSW, Dr Malcolm Haddon has positively impacted the Australian public and has contributed to global best practice in countering violent extremism.

Dr Haddon has demonstrated thought-leadership and played a significant community-facing role in response to a range of community relations crises and social cohesion challenges, including the violent Hyde Park protests in 2012, the Martin Place Siege in 2014, the Christchurch Terror Attack in 2019, the COVID-19 Pandemic in 2020–2022, Russia's invasion of Ukraine in 2022 and the conflict in Israel and Gaza in 2023 and 2024.

He is the architect of the Community Partnership Action (COMPACT) Program, a community grants program worth over millions of dollars per annum. COMPACT convenes a state-wide network of community organisations which empowers young people to become champions for harmony. COMPACT was independently and publicly evaluated in 2018 and was found to be a first-of-its-kind initiative incorporating community resilience building into countering violent extremism. Dr Haddon's work on multiculturalism and CVE has been cited by the Australian Strategic Policy Institute, The United Nations Special Session on Countering Violent Extremism, and in various research articles. It is a program which resonates with grassroots community organisations that have the most credibility with and access to those hard to reach or historically marginalised communities. The evaluation found the program had achieved significant progress towards its objectives resulting in ongoing bipartisan funding.

Dr Haddon's work over the past 19 years has highlighted the difference that a passionate, personable and pragmatic public servant can make in a complex field. His work has resulted in initiatives which have been recognised in state, national and international jurisdictions working directly with community leaders, senior government executives and elected officials to resolve threats to social cohesion.

Public Service Medal (PSM)

New South Wales

Mr Shane Hamilton, NSW

For outstanding public service to Aboriginal communities in NSW.

As the Deputy Secretary of Aboriginal Affairs at the NSW Premier's Department, Mr Shane Hamilton has shown authentic leadership in Aboriginal policy reform and program implementation. He is an inspirational leader and mentor to Aboriginal and non-Aboriginal colleagues in the public sector driving a culture of achievement and accountability.

Throughout his career he has had a profound impact on such areas as correctional reform and rehabilitation, and housing reform for Aboriginal people across NSW, addressing housing disparity and promoting community development. Most recently, Mr Hamilton has spearheaded initiatives including the NSW Implementation Plan for Closing the Gap and advocating for members of the Stolen Generation. His involvement in legislative reforms, spanning Aboriginal land rights, Aboriginal cultural heritage, and the recent government commitment to a treaty, underscores his comprehensive impact on Aboriginal affairs in the state.

Mr Hamilton is committed to self-determination for Aboriginal communities. His understanding and respect for the diverse Aboriginal cultures has fostered an environment of trust and mutual respect between the government and First Nations stakeholders. He has championed a paradigm shift towards genuine partnership – moving further beyond consultations to a highly collaborative approach where Aboriginal communities are active and empowered participants in the decision-making processes that affect them.

Public Service Medal (PSM)

New South Wales

Mr Terry Joseph Knight, NSW

For outstanding public service to the Upper Lachlan Shire in the area of water and sewage operations.

Mr Terry Knight has had a remarkable 50-year tenure with the Upper Lachlan Shire Council, most recently as the senior water and sewer operator. He is renowned in the community as someone with unwavering dedication to his job and someone who could be relied upon to help at any hour of the day or night.

Throughout his career Mr Knight has always shown a willingness to assist residents and ratepayers after hours and at short notice. His sustained effort, positivity and commitment to an often-thankless role in the name of assisting his community for 50 years are an achievement few will ever reach.

Mr Knight has extensive – almost encyclopaedic – knowledge of the town's underground infrastructure, built over decades of experience. This is an invaluable asset to council, business and the community. By sharing his knowledge and expertise he has ensured the smooth functioning of businesses and contributed to the community's overall growth and development.

He has also imparted his vital knowledge by training and mentoring colleagues. He has provided an inspiring example to both council and the community over the duration of his career without wilting or diminishing in any way. He often served as a mediator during difficult and complex situations and his ability to maintain composure and find practical solutions has been instrumental in resolving issues and fostering a harmonious work environment. Mr Knight's willingness to go above and beyond the call of duty has been nothing short of exceptional.

Public Service Medal (PSM)

New South Wales

Ms Sonia Marshall, Balgownie NSW 2519

For outstanding public service to the South Western Sydney Local Health District particularly in responding to the COVID-19 pandemic.

Ms Sonia Marshall has demonstrated exceptional leadership during her 30-year career in nursing and now as the chief executive of the South Western Sydney Local Health District. Prior to her appointment as chief executive, Ms Marshall served as executive director of Nursing and Midwifery and as the incident controller of the Emergency Operations Centre during the COVID-19 pandemic.

The South Western Sydney Vaccination Centre, which offered mass vaccination to the community at the height of the pandemic, was operational within 28 days of notification. This is a testament to Ms Marshall's hands-on approach and commitment to public health.

Ms Marshall's leadership during this unprecedented time saw the delivery of more than 650,000 doses of the COVID-19 vaccine, resulting in an 85% compliance rate of two doses for the community. This rapid vaccine roll-out ultimately contributed to saving lives. She also led widespread and responsive COVID-19-testing programs across the district allowing for an accurate and targeted public health response.

The response to COVID-19 was especially challenging in this culturally diverse region of the state which handled more cases than many other local health districts. Ms Marshall's prioritisation of partnerships with multicultural communities added to the effectiveness of the pandemic response, resulting in improved vaccination and testing rates while increasing understanding of complex safety measures.

Despite the fast-moving and ever-changing environment, Ms Marshall showed unwavering energy in meeting the challenges head on. She is renowned as being an inspirational and highly resilient leader committed to providing safe, compassionate healthcare.

Public Service Medal (PSM)

New South Wales

Associate Professor Elisabeth Patricia Murphy, Neutral Bay NSW 2089

For outstanding public service to child and family health programs in NSW.

For nearly 25 years, Associate Professor Elisabeth Murphy has led innovative policy and programs that have had a significant impact on the lives of babies, children and families across NSW Health.

Associate Professor Murphy's most significant achievement is pioneering the Brighter Beginnings: The First 2000 Days of Life framework, a whole-of-government approach which brings a range of policies, programs, services and models of care into one cohesive policy to support children and their families to have healthy lives. Associate Professor Murphy recognised that overwhelming research on the early years was available, but fragmented across disparate specialties, so the implications and their magnitude were unrecognised. By pulling these pieces of evidence together, she was successful in developing the framework which engages leaders and frontline workers alike. As a result of this interagency collaboration, in 2022 the NSW Government committed an over 300-million-dollar investment in evidence-based initiatives aiming to have NSW children developmentally on track when they start school.

In addition to The First 2000 Days of Life framework, she was instrumental in the development and implementation of the NSW statewide infant hearing screening program in 2003 – the first screening program of its kind in Australia – and a statewide eyesight preschooler screening program in 2005. Both these programs have ensured early detection and intervention for affected babies and children, making an enormous difference to their lives. Her work on the NSW Child Death Review team and policy response has also contributed to critical work toward reducing the rate of sudden infant deaths across the state.

Associate Professor Murphy remains passionate, committed and dedicated to ensuring children in NSW get the best start in life. Her work has galvanised her government colleagues into action, has engendered strong ministerial engagement and has inspired on-the-ground delivery.

Public Service Medal (PSM)

New South Wales

Ms Sharon Lea Pope, Lochinvar NSW 2321

For outstanding public service to urban and regional planning in Muswellbrook Shire and the surrounding region.

In her role as the director of Environment and Planning with Muswellbrook Shire Council, Ms Sharon Pope has shown dedication in providing thoughtful, expert planning and development advice.

With the transition from coal-fired power stations to renewables, Muswellbrook Shire is undergoing important economic change of regional and state significance. The shire considers numerous state significant development applications and Ms Pope's knowledge and integrity have benefited the community, industry and the environment to ensure that the balanced interests of all parties are considered.

Ms Pope's knowledge of the local and regional issues has contributed to the creation of the Upper Hunter Renewable Community of Practice across four local government areas. She has advocated for the inclusion of post mining and power station sites to be included as regionally significant growth areas. She has also developed performance outcomes for post mining land use and closure of power station sites as well as the inclusion of employment and job creating outcomes post closure.

An example of Ms Pope's commitment to the health and wellbeing of the community is the requirement to consider the cumulative impact of coal mining on air quality in the shire. This has resulted in enhanced monitoring and response measures being implemented.

Ms Pope has also been instrumental in ensuring the longevity of the council's road infrastructure. Her assessments have accounted for the road network's capacity to absorb not only greatly increased volumes of traffic movement, but also managing the challenges associated with large numbers of oversized vehicles.

Ms Pope is known for her integrity and acumen. Her dedicated service has resulted in improved relationships between industry, government and the community. Her work has enhanced productivity, and she has shown innovation in the way councils' approach complex land use planning issues.

Public Service Medal (PSM)

New South Wales

Mr Marcus Ray, Camperdown NSW 2050

For outstanding public service to planning regulation in NSW.

In his role as the Deputy Secretary of Planning and Environment, Mr Marcus Ray has led a generational transformation of the NSW planning system to become fairer, digitally integrated and more responsive. He continually innovates to improve service delivery, most recently to adapt to the challenges of the COVID-19 pandemic. He is held in high esteem with regard to his integrity, stability and compassion.

Mr Ray has shown true leadership to invent solutions to seemingly insurmountable problems for the benefit of the state and the economy. For example, he has accelerated development pathways for major projects to guarantee the construction project pipeline during the pandemic, approving 101 developments in six months; invented a solution to the supply chain crisis of 2020 through creating a special planning regulation to allow retail outlets to receive shipments 24 hours a day; changed planning laws to rapidly enable outdoor dining so that restaurants could continue operating; and created the Housing State Policy, including reform of the Build to Rent and social housing sectors.

Between 2014 and 2019, he spearheaded reforms to reduce state significant development assessment timeframes by 50% or more. His work has contributed to reshaping NSW Planning, driving the implementation of accessible, design conscious and ethical solutions. He consolidated 60 state environmental planning policies into nine themes, making previously arcane planning laws more accessible to the public.

Throughout his career in the public service, Mr Ray has shown a commitment to diversity and inclusion. His leadership has resulted in increased representation of women and First Nations staff in senior executive roles. He is a role model for LGBTIQ+ staff as the executive sponsor for the Department of Planning and Environment Rainbow Connection Network. Mr Ray is a compassionate and exemplary leader whose ethical rigour has helped strengthen the integrity of NSW Planning policies and projects.

Public Service Medal (PSM)

New South Wales

Mr Malcolm Geoffrey Skewis, Albury NSW 2640

For outstanding public service to Stolen Generations survivors.

Mr Malcolm Skewis has been a mainstay of the Stolen Generations Reparations Unit since its inception in 2016 and has been a vital part of its success to date.

Most notably, Mr Skewis' work played an instrumental role in having previously unsuccessful claims reassessed and recognised as eligible. His unique insight and experience enabled him to draw together disparate information within the records, augmented by his own extensive research to develop assessments that enabled reparation claims to be more fully and fairly considered. His contributions extended the scheme to hundreds of survivors whose removals had previously been unfairly excluded.

Mr Skewis is an exceptionally dedicated leader and highly respected mentor at Aboriginal Affairs NSW. Generations of First Nations families have benefited from his exceptional skills and outstanding work ethic, and his work reflects his kindness, humility and unwavering commitment to good social policy.

His efforts to deliver justice and recognition to Stolen Generations survivors is an important step in shaping the landscape of reconciliation for First Nations communities.

Public Service Medal (PSM)

New South Wales

Aunty Elizabeth Joyce Wright, NSW

For outstanding public service to education in Aboriginal languages.

Aunty Beth is a Gamilaraay woman, respected Elder, and award-winning educator as teacher of Aboriginal Languages and Culture at Dubbo TAFE. Her teaching is the catalyst for revitalising not just language, but whole communities. Aunty Beth is fluent in seven Aboriginal languages and dialects and has arguably preserved the Wayilwan language – the language of her father. Despite only knowing a few words in the Wayilwan language, together with colleagues, Aunty Beth expertly navigated cultural protocols to earn the community's permission to teach the language. She accessed primary sources; namely, 20th century recordings of Wayilwan speakers made by British linguists and used this material to develop fluency and prepare course materials.

For the first time since the last few remaining speakers passed away in the 1960s, the language has been spoken again in Warren. She is almost certainly the first person to have documented the language in written form so that it can be preserved, shared and taught for future generations. Her work has ignited the formation of the Warraan Widji Arts organisation and the inception of the first ever First National Wayilwan Youth Choir.

Aunty Beth has also delivered cultural and language programs in correctional and juvenile justice centres in the western region of NSW. In Dubbo, she is a regular visitor at early childhood centres and schools where she shares her love of language and culture.

Aunty Beth plays a pivotal role in building cultural competence within TAFE NSW. She is one of a small group of Elders who has led transformative on-country cultural education experiences for the executive team. Aunty Beth says "Language is more than just language. Language is identity. The old people say language is your soul. Now we have the opportunity to awaken it and bring it back." Aunty Beth's legacy extends far beyond the classroom. Her impact cannot be overstated, and her work will echo for generations to come.

Public Service Medal (PSM)

New South Wales

Dr John Murray Wright, NSW

For outstanding public service to psychiatric and mental health care in NSW.

As a chief psychiatrist, Dr Murray Wright has demonstrated unwavering commitment to achieving better outcomes for people in the NSW community who live with serious mental illness or psychological distress. Over his 40-year career he has effectively advocated to ensure that mental health services are delivered and funded commensurate with the disease burden they place on the community. At times, this has required challenging assumptions within the general health sector around mental health, which Dr Wright has done sensitively and respectfully.

Through his strong focus on service improvement, Dr Wright has strengthened mental health patient safety and clinical governance processes. He led the 2017 review of seclusion, restraint and observation of consumers with a mental illness in NSW Health facilities which has been a landmark report in Australia and internationally.

He was instrumental in the establishment of the first professional standards program for continuing education for psychiatrists. He also championed the NSW Rural Psychiatry Project aimed at supporting trainees and early career psychiatrists in rural settings as a way of improving services and retaining workforce in under-resourced areas.

During both the 2019-20 bushfires and the COVID-19 pandemic, Dr Wright led the statewide mental health response. During COVID-19 he led the public health messaging on the impact of mental health and regularly appeared at daily statewide COVID-19 video broadcasts. As the state mental health controller, Dr Wright developed the role of specialist mental health clinician. These clinical roles are now based across NSW to provide outreach mental health triage and assessment during a natural disaster.

Dr Wright is frequently contacted by all levels of government to provide advice on mental health issues. He has advocated tirelessly for mental health to be considered as part of a whole of health service rather than being siloed. Dr Wright has been an exceptional advocate for the psychiatric and mental health profession and his leadership and contribution will have a lasting impact.

Public Service Medal (PSM)

Victoria

Mrs Louise Galloway, Anglesea VIC 3230

For outstanding public service to primary and community health policy development in Victoria.

Ms Louise Galloway joined the Victorian Public Service in 2006 at the (then) Department of Health and Human Services, following a range of operational roles within the health sector. For over two decades, chiefly in executive leadership roles, Ms Galloway has been a passionate advocate for the primary and community health sector, championing prevention and early intervention initiatives to improve lifetime health outcomes for countless community members, including a focus on Aboriginal health.

Ms Galloway has a significant record of achievement in progressing landmark reforms in preventative and population health. She coordinated the International AIDS Conference in Melbourne, drove significant reforms to the Tobacco Act, led Victoria's first Sexual and Reproductive Health Strategy, supported the National Cancer Screening Register, and delivered the Victorian Cancer Plan.

Ms Galloway is commended for her work in supporting the community health sector to respond to the COVID-19 pandemic. In addition to harnessing the strengths of the community health sector to deliver critical testing and vaccination services, Ms Galloway led the design and implementation of critical health interventions such as the COVID Positive Pathways program, new priority primary care centres and new general practitioner respiratory clinics.

Ms Galloway is a highly respected executive leader who has worked tirelessly for over two decades to improve the lives of Victorians. Her leadership is exemplified by strong partnerships with community, working to address the stigma and discrimination that can prevent people from accessing vital health services.

Public Service Medal (PSM)

Victoria

Ms Alexandra Greenwell, Berwick VIC 3806

For outstanding public service in education and early childhood development.

Ms Alexandra Greenwell has provided outstanding service to government education and early childhood development for over 40 years. Ms Greenwell has worked with schools and their communities in a determined, systematic manner to develop capacity and ensure schools have implemented evidence informed practices that improve student outcomes. In doing so, Ms Greenwell has been a support for many Victorian Government schools and a key partner in the significant improvement of a number of Victorian Government schools. Ms Greenwell has been a mentor, coach and supporter of many school principals and leaders, as well as regional school improvement staff.

Ms Greenwell has fundamentally committed to developing partnerships as an effective way of working in the shared interest of young people. Ms Greenwell has made distinctive contributions to key partnerships that build continuity of learning and development, through early years services and into school education. Ms Greenwell has been a key contributor to partnerships involving Victorian and local governments, higher education, philanthropic organisations, schools and early childhood services, culminating in projects such as the Greater Dandenong Early Learning Alliance.

Public Service Medal (PSM)

Victoria

Mr Donald Hough, West Brunswick VIC 3055

For outstanding public service to the Victorian community through committed engagement and the delivery of projects.

Mr Don Hough has dedicated many years of service to the Victorian Public Service and is known for his exceptional accountability, integrity and leadership in the many and varied roles that he has performed during this time. Mr Hough is a change agent who has shone light on environmental regulation best practice and driven much needed reforms in this area, which has made a significant and lasting contribution at a local and state level.

Through Mr Hough's work across many Victorian major projects ranging from the Viva Energy Australia pipeline project to the Anglesea Power Station site and mine project, and then the energy sector with new and emerging industries, he has created more effective processes and lasting relationships across the sector which has led to significant outcomes and better service delivery for Victoria.

Mr Hough provided public service and value to the community in committed engagement and delivery of his various roles while working in government. This has been evident to agency staff who have collaborated and worked with him over time, whether delivering regulatory services, or working on legislative projects, or other government initiatives.

Mr Hough has demonstrated personal leadership, a strong intellect combined with realism and understanding of the environment, people, and industry participants affected. The ability to hold the big picture while working on the specific details simultaneously is extremely valuable when undertaking the work of the government. The work of individuals, such as Mr Hough, is what the community seek. When this is done well, things run as they should, and no-one really notices because expectations have been met, and yet this takes great professionalism and unwavering commitment to the big picture and a deep skillset to be successful over a significant period of time.

Public Service Medal (PSM)

Victoria

Mr Jason Anthony Loos, Berwick VIC 3806

For outstanding public service in the commercial structuring and delivery of infrastructure projects.

Mr Jason Loos joined the Victorian Public Service in 1999. Mr Loos' sustained performance in commercial structuring and delivery of infrastructure projects sets him apart as an exemplary role model for peers and subordinates and a government employee who excels in his chosen field.

During his 23 years in the Victorian public service, Mr Loos has implemented best practice in the commercial structuring and delivery of state-significant infrastructure projects, achieved innovation in the delivery of public-private partnerships and strengthened corporate governance of significant Victorian government business enterprises.

Mr Loos' work has consistently demonstrated a commitment to the principles of integrity, accountability and service excellence. In his current role as the Deputy Secretary of Economic Policy and State Productivity he leads a group of more than 100 staff to deliver investment advice and infrastructure that will serve Victorians for decades to come.

Mr Loos is a leader in the Australian infrastructure industry and is a public servant of the highest calibre. His reputation, experience and achievements in maximising value for the State of Victoria in every transaction highlight Mr Loos as an outstanding leader and role model for public servants.

Public Service Medal (PSM)

Victoria

Mr Ryan William Phillips, VIC

For outstanding public service in fostering a safe and equitable justice system.

Mr Ryan Phillips' extensive 14-year career in the public service reflects a deep commitment to integrity, ethical governance and responsible leadership. With a calm, respectful and collaborative approach, Mr Phillips consistently demonstrates an ability to foster and support high performing teams through crisis management, critical service delivery, and policy development. Mr Phillips is an empathetic leader, who focuses on building a positive team culture and increasing diversity within his teams.

Mr Phillips' effective leadership of critical initiatives, such as the reset of Victoria's quarantine program during the height of the COVID-19 pandemic, highlights his ability to drive effective policy and service design in high-stakes environments whilst maintaining significant responsibility for public safety. His involvement in overseeing the performance of the corrections system is a testament to his commitment to improving and reforming critical aspects of the justice system in Victoria. Mr Phillips's focus on promoting the rights of vulnerable populations, including Aboriginal people and LGBTIQ+ people, reflects his dedication to inclusivity, respect, and social justice.

Mr Phillips's exceptional leadership qualities have played a pivotal role in the Department of Justice and Community Safety's success in how it serves the community of Victoria. His leadership style emphasises integrity, accountability and ethical conduct, qualities that position Mr Phillips as a valuable and trusted role model within the public sector.

Mr Phillips is passionate about fostering a safe and equitable justice system, and he has been instrumental in driving positive change to promote a more effective and just corrections system. In his current role as the Associate Secretary, Mr Phillips continues to make significant contributions to the public sector and the community as a whole.

Public Service Medal (PSM)

Victoria

Associate Professor Rex Pais Prabhu, Swan Hill VIC 3585

For outstanding public service to regional medical services.

Associate Professor Rex Prabhu has served as the executive director of Medical Services at Swan Hill for over four years. Despite workforce and COVID-19-related challenges, he has successfully transformed rural general practice in Swan Hill. Since 2018, the practice has evolved from a two-supervisor setup to a thriving twelve-doctor practice in 2023. Associate Professor Prabhu's innovative approach has yielded positive outcomes for the community, fostering a culture of excellence and implementing effective recruitment strategies. Initiatives include tripling the number of general practitioner (GP) supervisors and permanent medical staff in the hospital and health service over the past three years. Moreover, advanced training pathways in rural medicine, GP Obstetrics, GP Anaesthetics, and Geriatrics have been established. Swan Hill District Health has also implemented successful initiatives such as creating new prevocational posts and launching the first Victorian end-to-end GP Training program in collaboration with Charles Sturt University.

In 2023, Swan Hill District Health welcomed its largest group of final-year GP Registrars, and collaboration with the Rural Workforce Agency Victoria and Charles Sturt University secured an Australian College of Rural and Remote Medicine education-training grant. Associate Professor Prabhu has also strategically placed an experienced general practitioner at the local Aboriginal service, enhancing accreditation for GP training and fostering a community-centred approach to care. Access to GP Care has significantly improved in Swan Hill, with reduced wait times from four weeks to next-day appointments. Associate Professor Prabhu also leads the Swan Hill District Health Chronic Heart Failure research program, which has facilitated early specialist nurse practitioner access and improved patient heart failure outcomes. As a result, clinical care has greatly advanced in Swan Hill.

Associate Professor Prabhu has developed an excellent environment for rural doctors for years to come and has been successful in rural service development and delivery, medical workforce development and medical administration. He will inspire the next generation of medical leaders to move to the country to improve health services for the most marginal communities.

Public Service Medal (PSM)

Victoria

Mr William Arthur Whitford, VIC

For outstanding public service in the financial sector.

Mr William Whitford's 20-years of leadership at the Treasury Corporation of Victoria (TCV) ensured the State has been able to access the necessary funds to meet the financing requirements of the State and its authorities as and when required.

Mr Whitford has also ensured that TCV has a strong balance sheet to withstand the unexpected economic shocks of both the Global Financial Crisis and the COVID-19 pandemic.

Mr Whitford is renowned for his steady stewardship and management of large borrowing programs. His expertise and intimate understanding of the bond market contributed to the development of Victoria's strong bond program which continues to attract significant international investment and secure credit for the State.

Public Service Medal (PSM)

Queensland

Mr Graham John Atkins, Manly West QLD 4179

For outstanding public service to the construction and housing industry in Queensland.

Mr Graham Atkins has experience in the Queensland building and construction industry spanning a number of decades. Since joining the State Works Department as an apprentice in 1980, to his current role as the Deputy Director-General of the Department of Housing, Local Government, Planning and Public Works, Mr Atkins has dedicated his career to providing Queenslanders with better, safer and more sustainable places to live, learn and work. As the Deputy Director-General, he has led the State's primary building and construction service provider to deliver major projects, building maintenance and facility management services for client agencies and departments.

Mr Atkins's innovative and dedicated approach can be clearly seen in the successful leadership of many building programs. He led Queensland's implementation of the Building the Education Revolution (BER), the roll out of the National Partnership Agreement for Remote Indigenous Housing, the stand up of the Non-Conforming Building Products Taskforce, and he demonstrated pivotal leadership of disaster recovery efforts in the 2019 North Queensland Monsoon response.

More recently Mr Atkins has led partnerships to successfully deliver the Satellite Hospitals Program and led the development and implementation of the Rebuilding QBuild Program including the creation of QBuild's Rapid Accommodation and Apprenticeship Centres and the Modern Methods of Construction partnership program.

During his 45 years of public service, Mr Atkins has had a significant impact on infrastructure across Queensland. He balances the needs and outcomes of the variety of stakeholders, by developing programs in partnership with industry that deliver job creation and employment pathways. He has overseen the successful navigation of challenges associated with construction in remote areas, to deliver housing solutions, and strengthen the communities.

Mr Atkins has influenced building legislation and policy in a way that makes workplaces safer, ensures industry fairness and delivers contemporary infrastructure solutions that respond to housing, health and other critical community needs.

Public Service Medal (PSM)

Queensland

Ms Michele Fay Bauer, Newmarket QLD 4051

For outstanding public service to industry and economic development in Queensland.

Ms Michele Bauer is the Deputy Director-General for the Department of State Development and Infrastructure and has provided outstanding public service to Queensland's industry and economic development.

During Ms Bauer's 40 years of public service, her leadership in economic development has positively impacted Queensland by enabling diversified industries and attracting major private sector investment to Queensland. Ms Bauer worked with Fortescue through their national competitive process to select Gladstone to build Australia's first commercial scale hydrogen electrolyser manufacturing facility. She engaged across the government and university sectors to attract Sanofi, an international pharmaceutical organisation, to establish and operate in Queensland. This agreement positions Queensland at the heart of a global biomedical industry dedicated to developing new vaccines to fight diseases sooner and faster. She also stood up a response during COVID-19 to identify firms that could pivot and supply personal protective equipment that was in high demand.

Preparing for the future economy, with a focus on the decarbonisation agenda, Ms Bauer led the development and delivery of the Queensland New Industry Development Strategy. Since 2021, under her leadership, the multi-million-dollar Industry Partnership Program has approved many projects. One of these projects is Alpha HPA in Gladstone, a commercial plant for high-purity alumina and related products for various industries including lithium-ion batteries for electric vehicles and consumer electronics. Ms Bauer focuses on place-based initiatives to support the growth of liveable and prosperous regional communities.

Public Service Medal (PSM)

Queensland

Mr Terry Paul Brennan, Ayr QLD 4807

For outstanding public service to local government in Queensland.

Mr Terry Brennan's entire career has been devoted to local government. His 45-year outstanding career in local government commenced in 1979 as a junior administration officer with Toowoomba City Council. At the age of 25 years, Mr Brennan accepted the position of shire clerk at Inglewood Shire Council – one of the youngest shire clerks at that time.

Mr Brennan made outstanding contributions and achieved innovative improvements to programs and services in every council in which he has served. As the chief executive officer of Stanthorpe Shire Council, Mr Brennan oversaw the building of a new visitor information centre at Quart Pot Creek, construction of a new library and development of the main street beautification project. At Cassowary Coast Regional Council, Mr Brennan oversaw the construction of a new sewerage plant, water supply upgrades, construction of a visitor information centre and construction of the Jubilee Bridge. Following Cyclone 'Yasi' in 2011, Mr Brennan also oversaw rebuilding the Cardwell foreshore, upgrades at Mission Beach, Tully and Tully Heads and reconstruction of the iconic Town Hall and Council offices.

Mr Brennan has served as the chief executive officer of Burdekin Shire Council since 2016 and as a board member of Queensland Local Government Mutual and Local Government Workcare since 2005. During this time, his experience and good governance has applied not only at a council level but also outside local government boundaries, playing a key role in projects as part of both the North Queensland and Far North Queensland Regional Organisations of Councils.

Mr Brennan exceeds in his role every day through his humility and personalised approach to all staff as well as the range of high-quality infrastructure projects made possible across the Burdekin Shire under his guidance including the Burdekin Water Park and Ayr/Brandon 10ML Reservoir and the associated water supply upgrade. Mr Brennan has displayed outstanding service and is constantly going above and beyond for the Burdekin Shire.

Public Service Medal (PSM)

Queensland

Mr Jon Douglas, QLD

For outstanding public service to traffic engineering in Queensland.

Mr Jon Douglas has dedicated his 38-year career to improving road safety and has been the Director of Traffic Engineering for the Department of Transport and Main Roads (TMR) since 2007. Mr Douglas is known across TMR and Queensland's traffic engineering industry for his dedication to constantly improving safety on Queensland roads and ensuring the future generation of traffic engineers and practitioners understand the importance of continually challenging the norms and not just accept the status quo.

Influencing policy and industry direction has been his passion. Mr Douglas actively works with the traffic management industry, manufacturers and suppliers to bring innovative safety improvements to Queensland with a strong focus on protecting vulnerable road users such as roadside workers, cyclists, pedestrians and children.

Going above and beyond is second nature to Mr Douglas. He instigated measures to reduce the risk of head-on crashes (using wide centre line markings), initiated an award-winning project to mitigate the risk of fatal crashes involving traffic signs, and proactively developed safety measures in response to the COVID-19 pandemic.

Mr Douglas is not afraid to do what is right, even if it is difficult. Following the death of a roadside traffic controller in 2013, Mr Douglas facilitated the development of new portable traffic signal and boom barrier systems, which were implemented across Queensland in 2017, and have since been adopted by many other states.

Mr Douglas decided to remain as a director so he could make a tangible difference to the community through projects. Due to his long tenure as a public servant and a personal commitment to continually improving road safety, looking for innovative solutions and going above and beyond, every time a Queenslanders travels by road, they are having a safer journey because of the work Mr Douglas has done. His passion, integrity and knowledge ensure his impact and legacy will be long lasting for all Queenslanders.

Public Service Medal (PSM)

Queensland

Mr Shaun David Ferris, The Gap QLD 4061

For outstanding public service in leading the Queensland resources industry response to COVID-19.

Mr Shaun Ferris as the Deputy Director-General for Georesources at the Department of Resources has led the collaborative approach to support the Queensland resources industry response to COVID-19. He collaborated closely with the chief health officer and across Queensland Government agencies to determine effective COVID-19 response measures and necessary regulatory amendments.

That led to the development of a multi-million-dollar financial support package to help alleviate industry pressures, invigorate exploration activity and preserve the state's resources projects and jobs pipeline. He established complex arrangements for the movement of resources workers within Queensland and across state boundaries, pioneering the development of an exemption process for critical workers. He also helped implement safety measures to protect mining communities, including strategies like reducing fly-in-fly-out (FIFO) workers, using charter transport, and video conferencing.

Mr Ferris achieved this by utilising his existing relationships with industry leaders to quickly establish a collaborative partnership in response to COVID-19. He introduced a regular forum with industry leaders to address concerns, communicate priorities, and resolve emerging issues, fostering a collaborative environment.

Mr Ferris' efforts were pivotal in safeguarding the industry and our state's economy, with the resources industry emerging as one of the most resilient and high-performing sectors amidst the pandemic. The mining industry saw a 29% increase in employment in the 12 months leading up to May 2021. Industry leaders have praised Mr Ferris specifically, highlighting his leadership and his team's crucial role in enabling the industry to not only persist, but also emerge from the challenges of the pandemic even stronger than before.

Mr Ferris' strong leadership and unwavering commitment were crucial in ensuring the industry's resilience, compliance and ongoing operations in the face of the unprecedented challenges of COVID-19.

Public Service Medal (PSM)

Queensland

Mr Gary McCahon, QLD

For outstanding public service to corrective services in New South Wales and Queensland.

Mr Gary McCahon is the Deputy Commissioner of Custodial Operations for Queensland Corrective Services (QCS), and he commenced in 1984 as a custodial correctional officer at Townsville Correctional Centre. There, he displayed unwavering dedication to the service, quickly ascending through the ranks and roles, including serving in the dog squad and as the manager of Support Services.

In 2005, Mr McCahon joined Corrective Services New South Wales (CSNSW), where he held various managerial and general manager positions. Mr McCahon was entrusted by the executive management team to commission new CSNSW prisons. His knowledge and contributions were extraordinary, as evidenced by the development of a comprehensive three-tier counterterrorism training model, proactively addressing critical issues facing the service. While director of the Brush Farm Corrective Services Academy, he oversaw the training of over 2,000 recruits, a crucial aspect of the Benchmark Infrastructure Better Prisons Reform Program.

In 2020, Mr McCahon returned to QCS as the Deputy Commissioner of Custodial Operations and spearheaded the Officer Safety and the Escort and Security Branch reviews. His efforts identified opportunities for significant reform, revolutionising the current model of operations and implementing long-term and sustainable improvements to officer safety. In 2022, he implemented and led the Business and Funding Model Review, providing the agency's most significant opportunity in two decades, to shape the future of corrections in Queensland.

Mr McCahon has been a pioneer as the executive sponsor for women in the workforce and the LGTBIQ+ community within QCS. He established a dedicated steering committee, actively working on the development of an LGTBIQ+ Inclusion Plan, fostering a more inclusive environment.

Public Service Medal (PSM)

Queensland

Mrs Michelle Gaye Wellington, Logan Village QLD 4207

For outstanding public service to disaster management and the COVID-19 response in Queensland.

Mrs Michelle Wellington's government experience spans decades across the areas of communications and disaster management. Since 2019, Mrs Wellington has worked across crisis communication events as diverse as the COVID-19 pandemic, bushfires, foods, invasive pests and diseases, food tampering and shark bites.

In her role as the chair for Queensland Government's Crisis Communication Network, Mrs Wellington plays a critical role through improving governance across the areas of crisis communication, providing leadership and connecting three layers of government and government stakeholders. Her proactive engagement with evolving technology and methodologies has been instrumental in keeping the government at the forefront of disaster preparedness.

During the COVID-19 pandemic, Mrs Wellington played a pivotal role for the Queensland Government COVID-19 Taskforce, where she led work in the development of Queensland's Roadmaps to Recovery, implemented the Queensland COVID-19 check-in app and drove the creation of the COVID-19 aggregate website which was fully operational within the space of five days. Her work also included leading the Queensland Government COVID-19 advertising campaigns to effect behavioural change.

In 2020, at the peak of the COVID-19 pandemic, the Australian Football League (AFL) with the support of the Queensland Government made the decision to locate the competition and the majority of the teams to South East Queensland. Mrs Wellington worked closely with the AFL and key government agencies, to allow the competition to continue and ultimately deliver the historic 2020 AFL Grand Final in Brisbane. Her collaborative approach has played a pivotal role in enhancing whole-of-government disaster response capability, both during COVID-19 and in natural disasters experienced in Queensland since, ensuring a coordinated and swift response during a crisis.

Mrs Wellington embodies the qualities of an outstanding female leader in communications and disaster management. Her impact goes beyond the immediate challenges of crisis response, leaving a lasting legacy of innovation, resilience and inclusivity.

Public Service Medal (PSM)

Western Australia

Mrs Deborah Anne Donation

For outstanding public service through supporting education outcomes for students of Wananami Remote Community School, and the development of local languages.

As a cultural advisor, Ms Deborah Donation has provided a system wide voice on Ngarinyin culture and inclusiveness, to educators in the region of Broome and Derby, and to non-Indigenous and Indigenous communities alike. As lead Aboriginal and Islander education officer (AIEO), Ms Donation has strengthened formal engagement and shared decision making with Aboriginal people, through her leadership of professional learning programmes. It is central to Ms Donation's work with Wananami, that Aboriginal ways of knowing, being and doing are continually encouraged and fostered. Ms Donation has used her authority as a Ngarinyin language teacher, lead AIEO and cultural advisor to raise awareness of the need to maintain and promote endangered languages. Ms Donation educates teachers and students that moving between Aboriginal English, Ngarinyin and Standard Australian English, is an advanced communication skill and important cultural practice.

Ms Donation implemented the Two-Way Science programme at Wananami, bringing her vision of learning in "two worlds" to the school community. This programme builds partnerships between government and community stakeholders, to use local Aboriginal knowledge to plan and connect the science curriculum to learning on country. It brings the school and community together to learn from the knowledge and wisdom of Aboriginal science to solve the big problems facing the state, country and planet.

Ms Donation has partnered with families, communities and agencies to support the educational engagement of every student - recognising that culturally responsive schools draw on the diversity and strengths of local communities to create opportunities to work collaboratively to set directions for students; and that building mutually respectful relationships is fundamental to the engagement of every student.

For Aboriginal children and young people, cultural continuity and strength in cultural identity are critical protective factors and pre-determinants for mental health, resilience, and wellbeing. Ms Donation's service has made it possible for student cultural identity, wellbeing and engagement to be at the centre of learning experiences.

Public Service Medal (PSM)

Western Australia

Ms Francine Michelle Eades

For outstanding public service through improving health outcomes for Aboriginal people during the COVID-19 pandemic.

In 2021, Ms Francine Eades was appointed the Aboriginal health lead of the Western Australia Department of Health's COVID-19 Vaccination Program (WACVP). In this role, Ms Eades provided policy advice, guidance and mentorship to the WACVP, on the complex and challenging issues impacting the access to, and uptake of, COVID-19 vaccines for Aboriginal people in WA. The inequity of vaccination coverage for Aboriginal people was identified early in the vaccination roll out, with multiple challenges identified.

Ms Eades ensured that targets were put in place to guarantee priority populations were provided with accessible, appropriate, culturally secure, and sufficient vaccination opportunities to reach a high level of vaccination coverage. Ms Eades led the organisation of approximately 250 targeted events, including state clinics, pop-up and mobile clinics in low vaccination uptake areas, mobile vaccination services to Aboriginal people sleeping rough, in-reach vaccination services, school-based programs, home delivered services and transportation to clinics, partnerships with workplaces, groups and communities, and opportunistic vaccination at established events. In addition, Ms Eades implemented effective health literacy messaging and advice about how to live to prevent infection.

As a result, more than 82% of Aboriginal people in WA received at least one dose of the COVID-19 vaccine - one of the highest levels nation-wide – prior to the major outbreaks in 2022. Ms Eades acceptance as strong in culture and trusted lead to Aboriginal people responding magnificently to all the interventions.

The major reason for the success of these interventions was Aboriginal leadership and Aboriginal people taking control. It had been anticipated that Aboriginal populations would have high rates of COVID-19, complex disease and high death rates. Ms Eades' contribution, along with that of Aboriginal leaders and community people across WA resulted in remarkable preventive success, reduced the risks of serious disease and death, and thus saved the health system millions of dollars in intensive care costs and prevented the disease spreading widely.

Public Service Medal (PSM)

Western Australia

Dr Warrick Jeffrey Fletcher, Hillarys WA 6025

For outstanding public service through fisheries research and the development and implementation of a holistic ecosystems-based approach to fisheries management.

The ecosystems-based fisheries management approach pioneered by Dr Warrick Fletcher has contributed significantly to Western Australia's success in fisheries management. The 2022-23 assessment of the state's fish stocks demonstrated that 96% were not at risk or vulnerable through exploitation, up from less than 80% when he began his tenure as the executive director of Research at Fisheries in 2006.

Dr Fletcher has made significant contributions in other states and countries. This includes working with the Forum Fisheries Agency in the Solomon Islands, to support the development of an ecosystem-based approach for use with tuna fisheries in the Western and Central Pacific Ocean region. Dr Fletcher has also worked with the Rome-based Food and Agriculture Organisation, which has the principal goal of achieving food security and ensuring all people have access to enough high-quality food to lead active, healthy lives.

More recently, Dr Fletcher has applied the ecosystems-based approach to Western Australia's rangelands area. This exemplifies his willingness and ability to take what he has learned in one area and use it in another to drive profound change.

Dr Fletcher's strategic approach has magnified the impact of his research contributions ensuring they contribute to the achievement of broader outcomes. His commitment to collaboration and coordination between research and policy teams has contributed to the efficiency and effectiveness of departmental operations. It is a testament to Dr Fletcher's effective working relationships with stakeholders that despite making management decisions that had substantial impacts on recreational and commercial fisheries, he has continued to work closely and constructively with sector bodies, over many years.

Balancing community and commercial dependency on WA's aquatic resources with ongoing sustainability is a complex task. Dr Fletcher's foresight, innovation and commitment to understanding these competing interests, while also responding to the impacts of climate change and climate variability, has positioned WA as a global leader in sustainable fisheries management.

Public Service Medal (PSM)

Western Australia

Ms Marion June Hailes-MacDonald, WA

For outstanding public service through leadership in the development and improvement of services and supports for people with disability, their families and carers.

Ms Marion Hailes-MacDonald has dedicated her public service career to an unwavering commitment to serving government, community sector organisations and people with lived experience of disability. Ms Hailes-McDonald has excelled in leading the implementation, governance and oversight of the National Disability Insurance Scheme (NDIS) transition in WA. Responding to the vast geography of Western Australia and types of available services, Ms Hailes-MacDonald consulted across metropolitan, regional and remote locations to develop core principles guiding negotiations, ensuring the long-term sustainability of services.

Her effective strategic skills, knowledge of government processes and the disability sector, together with an ability to build rapport and negotiate were instrumental in Ms Hailes MacDonald's ability to lead state funded disability services as Western Australia joined the NDIS, and the integration of a disability services focus across the Department of Communities. She successfully led and managed the Disability Services division to transition 27,000 individuals into the NDIS, and the integration of approximately 800 staff into appropriate departmental divisions.

Ms Hailes-MacDonald conducted extensive consultation to inform the functions, structure and vision of the Office of Disability in 2021 and initiated and co-led with the disability peak body the establishment of the COVID-19 Disability taskforce in February 2020.

Ms Hailes-McDonald finalised the State Disability Strategy 2020-2030. The Strategy is key in achieving more inclusive, caring and accessible communities that enable people to live well and delivers on the goals of both Closing the Gap and National Strategy directions.

Working in the disability sector requires the ability to see issues from all perspectives to find solutions for people with disability. Ms Hailes-MacDonald has achieved this goal, bringing energy, perspective and consistency to an ever-evolving environment. Through her strong professional relationships with sector stakeholders, she has led and implemented major reform initiatives that have stood the test of time.

Public Service Medal (PSM)

Western Australia

Ms Lisa Mary Rodgers, WA

For outstanding public service in support of the education community in Western Australia during the COVID-19 pandemic.

Ms Lisa Rodgers commenced in the role of director-general of the Department of Education in January 2019, just one year before COVID-19 began impacting schools and communities throughout Western Australia.

Working closely with the WA Chief Health Officer, Ms Rodgers ensured public health settings were considered in a school context and applied to activities in over 800 schools, including school assemblies, camps, school balls and sports carnivals. The Department played a pivotal role throughout the COVID-19 pandemic by supporting public health measures and delivering reliable and consistent health messaging, reassuring students, families and the wider community.

The rapid establishment of the 'Learning at Home' website in March 2020 provided Kindergarten to Year 12 learning resources and student wellbeing information for parents to support their child's learning at home, ensuring continuity of learning for students. The Online Connected Learning Hub was also established for schools to access learning resources, professional learning and student wellbeing resources to enable the pivot to online learning. These resources were of immense value to teachers as they provided them with materials to share with students who couldn't attend school due to COVID-19 isolation requirements.

Through the establishment and effective management of the departmental COVID-19 Incident Management Team, Ms Rodgers delivered essential initiatives to keep schools open and COVID-19 safe, including the distribution of millions of health products, development and implementation of ventilation guidelines for public schools, coordination of contact tracing in schools and the management of staff compliance with the vaccination mandates.

Ms Rodgers forged close working relationships with leaders of government agencies, the Western Australia Police Force, as well as education system stakeholders in Catholic Education Western Australia and the Association of Independent Schools of Western Australia and unions and associations.

Ms Rodgers' leadership, decisiveness, and strategic decision-making was critical to the management of schools during the COVID-19 pandemic, instilling confidence in educators to overcome the challenges of COVID-19 to focus on teaching, learning and school improvement.

Public Service Medal (PSM)

Western Australia

Mr Peter Sharp, North Beach WA 6020

For outstanding public service through leadership in the engagement of Aboriginal people in land management and advancing cultural change in government in Western Australia.

Mr Peter Sharp's leadership at a state and national level of the imperative to engage and include Aboriginal people in the ongoing management and stewardship of their country, the implementation of legislative changes that acknowledge and support the rights of Traditional Custodians and the design and execution of the Western Australian government's Aboriginal Ranger program have contributed to meaningful change for Aboriginal people. As the executive director of Parks and Visitor Services, Mr Sharp has continued to shape significant cultural change in the Department of Biodiversity, Conservation and Attractions (DBCA), change he has championed for 32 years.

Mr Sharp was instrumental in leading changes to the Conservation and Land Management Act 1984 to recognise Aboriginal people as traditional custodians of the lands vested in the Conservation and Parks Commission, enabling lands to be jointly vested in the Commission and an Aboriginal body corporate. As a result, for the first time in Australia, in June 2022, the native title rights of the Gibson Desert people were recognised on a conservation reserve.

Attributable to Mr Sharp's commitment and drive, DBCA now considers co-design and joint decision-making with Aboriginal people to be core business. By partnering with Aboriginal people, there are significant benefits for the protection of cultural and heritage values, creation of jobs and two-way knowledge sharing. The joint management and development of the Aboriginal Ranger program is a significant example of the success of such approaches.

Mr Sharp's advocacy for the recognition of Aboriginal traditional knowledge, customary rights, cultural values, heritage and indigenous science on the conservation estate along with the development of joint management, joint vesting and co-design approaches has changed the way government operates - strengthening partnerships and deepening understanding.

Public Service Medal (PSM)

South Australia

Mrs Sandra Bridgland, Hallett Cove SA 5158

For outstanding public service in paediatric nursing specifically in eating disorder care.

Mrs Bridgland has been an outstanding employee of the Public Service for over 40 years. She is a paediatric registered nurse at the Flinders Medical Centre, who has a passion in paediatric eating disorder care. Throughout Mrs Bridgland's distinguished career her main focus was improving health outcomes for children and adolescents. She provides patients and their families with structure and hope often in very difficult times. In the last decade she has assisted in the development of the Flinders Medical Centre Eating Disorder Inpatient program and the Statewide Eating Disorder program in South Australia. This program covers both inpatient and outpatient care.

Mrs Bridgland's contribution to eating disorder care has led to improved patient outcomes and recovery from eating disorder symptoms. This contributes to early intervention for eating disorder patients and improved access of parent support for those with children diagnosed with eating disorders. She provides excellent care to her patients, often going the extra step to make sure the patients and family members are comfortable and secure. She is committed to the care and improvement of human lives. She emulates warmth, humility and compassion as she serves others and always expresses appreciation to others for their efforts.

The combination of her high ethical standards and vast experience enables her to be an excellent mentor to other colleagues. Mrs Bridgland is highly respected by those with whom she comes in contact with and is an exemplary role model to others in her unit as well as the medical centre. She is a dedicated, caring nurse who has a passion for and genuine interest in improving the health of young people with eating disorders and is highly regarded by her peers. Mrs Bridgland will leave a legacy of patient care for others to aspire to.

Public Service Medal (PSM)

South Australia

Mr Samuel James Crafter, Verdun SA 5245

For outstanding public service in leading energy project delivery within the South Australian Government significantly reforming the South Australian energy sector.

In early 2022 Mr Sam Crafter returned to the South Australian Public Sector after an extensive career that focussed on the energy and resources industries spanning project implementation, commercial advisory, public affairs, communications and reputation management. As the chief executive for the Office of Hydrogen Power South Australia he is leading the South Australian Government's ambitious hydrogen agenda. He has assembled a high performing team to procure, build and operate a hydrogen production facility and power plant in Whyalla. This plant is to be operational by 2026.

During his previous state government appointment between 2017 and 2019 Mr Crafter led the Energy Plan implementation team to deliver multiple transformational projects for the state for two elected governments from different political parties. These projects made South Australia a global leader in the renewable energy transformation space.

Mr Crafter led the multimillion-dollar Renewable Technology Fund and in record time delivered a Grid Scale Storage Fund and a Home Battery Scheme. Through the delivery of these projects and a dedication to transforming the energy market for South Australians, Mr Crafter improved the energy market at both the state and national levels.

Mr Crafter has supported major reforms in South Australia's energy sector with significant reach, scale and complexity. These reforms made energy more reliable, secure and cheaper for South Australians. The SA Concessions Energy Discount Offer provides more than 50,000 SA concession holders with the best available energy, reducing electricity costs for the most vulnerable in the community.

Mr Crafter and his team are known for being professional, collaborative and engaging. Most importantly, he is a true leader, leading by example. Mr Crafter's impact and benefit of these projects will be felt for years to come.

Public Service Medal (PSM)

South Australia

Mr Andrew Robert MacDonald, Semaphore South SA 5019

For outstanding public service in local government providing strategic leadership during the COVID-19 pandemic.

Mr Andrew MacDonald recently joined the Town of Walkerville in August 2023 after serving local government for more than 17 years across Wakefield Regional Council, Kingston District Council and Adelaide City Council. Prior to joining these councils, Mr MacDonald was a decorated military serviceman. His military career and dedication and commitment grew Mr MacDonald's skills in leadership and have assisted him transition into the public service. Since Andrew started at the Town of Walkerville, his leadership has been above and beyond for his fellow staff members, council members and wider community.

Mr MacDonald successfully led Wakefield Regional Council and the whole community through COVID-19. He developed and delivered a unique emergency relief and support program for the Wakefield Regional Council's community. This program was the first of its kind in the Local Government sector and it was recognised by Local Government Professionals Australia (SA). He helped lead the team and community through the pandemic with excellent communication skills and initiative, in a world that had uncertainty at the time.

Mr MacDonald has had a distinguished career for over 17 years in local government. He has a one team approach to his leadership style resulting in a major change of culture amongst the workforce. He is a powerful and passionate influencer that results in a team of trusting results-driven people. Mr MacDonald is a well-respected professional, dedicated leader and valued team member through all walks of his extensive career history.

Public Service Medal (PSM)

South Australia

Ms Caroline Mary Mealor, SA

For outstanding public service in providing strategic leadership and reforms in the Attorney-General's Department.

Ms Caroline Mealor has been with the South Australian Attorney-General's Department (AGD) for 28 years during which she has served in several capacities, delivering significant and long-lasting reforms and improvements to the justice and government sectors in South Australia. During the time she was a prosecutor in the Office of the Director of Prosecutions (ODPP), Ms Mealor developed key performance indicators for the ODPP and implemented the Cradle to Grave Framework which delivered ODPP solicitors a view of criminal justice matters from inception to finalisation which was a ground-breaking initiative.

As the deputy chief executive of the AGD from 2012 to 2016, the department established the Independent Commission Against Corruption, the South Australian Civil and Administrative Tribunal, the Employment Tribunal the Fines Enforcement and Recovery Unit (FERU), and the Legal Practitioners Conduct Commissioner. The FERU saw an improvement of fines recovery rates by 15% in the first year of its implementation.

Ms Mealor has been instrumental in improvements to a range of domestic violence laws including non-fatal strangulation and delivery of the Domestic Violence Disclosure Scheme. She has ensured the state's participation in the National Redress Scheme, establishing the response units for the Aged Care, Natural Disaster, and Royal Disability Commissions. She was a member of the Machinery of Government Committee responsible for the establishment of the new Department for Child Protection.

Ms Mealor's superior leadership and skills in project development ensured the delivery of the final stage of landmark reform of the State's planning laws in March 2021. The move to an integrated and comprehensive online planning system was an Australian first. Ms Mealor brings humility, perspective, and a sense of fun to her team which is incredibly powerful in setting a positive culture.

Australian Police Medal (APM)

Federal

Assistant Commissioner Douglas Ian Boudry

Assistant Commissioner Douglas Boudry joined the Australian Federal Police (AFP) in 1999, and after recruit training was assigned to ACT Policing's (ACTP) Woden Station.

Over 25 years of policing, Assistant Commissioner Boudry has worked across a variety of capabilities including community policing, technical surveillance, digital forensics, enterprise ICT, covert and technical operations, and as the commissioner's chief of staff.

Assistant Commissioner Boudry's leadership was influential and significant during Operation IRONSIDE, the largest operation ever undertaken by the AFP which dealt a long-lasting blow to serious and organised crime in Australia and internationally. In Covert and Technical Operations, Assistant Commissioner Boudry was an integral member of the group who drafted the new *Surveillance Legislation Amendment (Identify and Disrupt) Act 2021* - leading the AFP's implementation of the legislation. He headed the reform of the AFP's compliance to the *Telecommunications (Interception and Access) Act 1979* and *Surveillance Devices Act 2004*. Assistant Commissioner Boudry has a keen interest in the development of ethical machine learning and artificial intelligence capabilities for law enforcement - continuously looking for opportunities for government, academia and private industry to collaborate effectively.

Assistant Commissioner Boudry performed a key role in establishing the joint AFP and Monash University Artificial Intelligence for Law Enforcement and Community Safety Lab and is the Executive Advisory Board member. Assistant Commissioner Boudry is currently Deputy Chief Police Officer in ACTP; a key advisor to the Chief Police Officer, responsible for ACTP operations and investigations commands and employee welfare.

Australian Police Medal (APM)

Federal

Sergeant Nikola Skoric

Sergeant Nikola Skoric joined the Australian Federal Police (AFP) in 2007 as a protective service officer and, after completing recruit training, was assigned to the Diplomatic Protection Unit.

In 2011, Sergeant Skoric participated in the Federal Police Development Program and transitioned to policing. His initial posting as a police officer was as a uniformed member at Sydney Airport. Sergeant Skoric moved to the Crime Command in 2015, undertaking advanced training and excelling in various specialist roles.

Sergeant Skoric has demonstrated sustained excellence in the pursuit of the AFP's core business outcomes and encompassing corporate values to the highest level. He has a proven track record of achieving significant results in complex and challenging environments.

Throughout his career, Sergeant Skoric has displayed dedication to the AFP by undertaking a number of important roles across a range of portfolios. He exhibited the highest standards of professional and ethical work practices upholding the values of the AFP.

As an authentic and exemplary leader, Sergeant Skoric is motivated by mentoring staff and providing them with the opportunity to showcase their strengths. He has proactively created opportunities to celebrate successful outcomes in AFP operations, while conveying lessons learnt to other areas of the AFP and partner agencies. Sergeant Skoric is a humble, kind and empathetic leader who cares for people with focus on diversity and fairness.

Australian Police Medal (APM)

New South Wales

Chief Inspector Amanda Lee Calder

Chief Inspector Amanda Calder joined the NSW Police Force on 23 July 1993 and was stationed at Manly Police Station in general duties. In 1996 she took up highway patrol duties at North Sydney for a period of five years, and in 2001 transferred to the Metropolitan Crash Investigation Unit until 2003. She then moved onto the Media, Marketing Unit and corporate communications where she was promoted to sergeant in 2004, senior sergeant in 2007 and inspector in 2008.

As an inspector, Chief Inspector Calder moved through strategic management positions at the Public Affairs Branch. She undertook roles such as commander of the Security Management Unit, staff officer of the Police Transport Command, duty officer at the Surry Hills Unit, traffic and highway patrol regio tactician and to her current role as the manager of the Planning and Delivery Team for the Major Events Group. With over 10 years of managerial experience overseeing high-level projects, personnel, facilities, equipment and budgets, Chief Inspector Calder has forged strong relationships with both internal and senior external stakeholder representatives inclusive of government agencies, the media, and the private sector.

As the manager of the Planning and Delivery Team, Chief Inspector Calder led Operation Border Closure (2020) during which she was responsible for the planning and delivery of human resources and logistics, deploying 14,800 police over 29 weeks. Chief Inspector Calder also oversaw Operation Sydney WorldPride (2023) during which she was responsible for managing the project team focused on ensuring the safety of the community linked to 14 major events held across Sydney over two weeks. Chief Inspector Calder is responsible for managing a number of strategic state-level portfolios for the NSW Police Force, including logistics, procurement contracts linked to meals, assets linked to transport, coordination of prisoner transport and escorts and management of major on-road events.

Chief Inspector Calder is considered a subject matter expert in respect of the niche portfolios she has managed, often providing strategic advice to both internal and external senior stakeholder representatives. Chief Inspector Calder has been instrumental in identifying and implementing new systems and processes, focused on delivering efficiencies, enhanced capabilities, and overall savings for the NSW Police Force.

Australian Police Medal (APM)

New South Wales

Detective Sergeant Kristi Lee Faber

Detective Sergeant Kristi Faber commenced her career as a NSW police officer on 23 October 1992 stationed at Burwood Police Station conducting general duties. In 1993 she attained the rank of constable and in 1997 transferred to a criminal investigation position at Bankstown. The same year she obtained the rank of senior constable and moved to the regional area of Maitland working in the Criminal Investigation Unit.

In 2000 she transferred to the Lake Macquarie detective's office where she has remained for the last 24 years. In 2006 she was promoted to the rank of detective sergeant within the Lake Macquarie Detectives Unit and has relieved as the Lake Macquarie crime manager periodically since 2020.

In her role as the team leader at the Lake Macquarie Criminal Investigations Unit, Detective Sergeant Faber has pursued prosecuting child sex offenders with results that have achieved national and international attention. Since gaining her detective designation in 2006, Detective Sergeant Faber has displayed excellent customer service as part of her varied duties in the Hunter Region, including the investigation of many cases relating to child sexual assault offences.

In 2008, Detective Sergeant Faber established Strike Force Georgiana to investigate child sexual assaults committed in Newcastle. This strike force would continue for 14 years, becoming one of the longest running in the New South Wales Police Force's history and result in prosecutions which made headlines internationally and facilitated legislative change in New South Wales. Detective Sergeant Faber was also instrumental in the investigation of crimes committed by a former member of parliament, and their eventual conviction and custodial sentence. The strike force, which was passionately led by Detective Sergeant Faber, laid over 650 offences against 19 offenders and obtained over 800 witness statements.

Australian Police Medal (APM)

New South Wales

Mr Matthew David Faber

Mr Matthew Faber (then Detective Sergeant) joined the NSW Police Force on 25th January 1991 and was stationed at Cabramatta Police Station then Wetherill Park Police Station in general duties. In October 1996 he started fulltime in criminal investigation duties at Wetherill Park Police Station, later to become the Green Valley Local Area Command and was designated as a detective in 1999. In April 2000 he transferred to the Newcastle Detectives Unit and was promoted to detective sergeant in 2004.

From 2001 Mr Faber led many notable strike forces (SF) involving serious and violent crimes such as murder, sexual assault, abduction and armed robberies. The strike forces Mr Faber led include SF Testa, SF Inspection, SF Finni, Harrick, SF Giffen and SF Backhouse investigating the execution style murder of woman in her Stockton home. The offenders of each crime were charged as a result of each offence.

In 2011 Mr Faber led SF Kerwin, a five-month investigation targeting multiple groups, resulting in the charging of 23 offenders for armed robberies, attempted murder, firearm offences, drug offences and other strictly indictable offences.

In 2013 while leading SF Correa, he investigated the murder of two elderly residents and attempted murder of a third resident in a nursing home. The subsequent 14-month investigation involved taking more than 750 statements and a variety of covert and overt investigative strategies being employed to illuminate every person and isolate the killer. The offender was convicted at trial and sentenced to 40 years jail.

Mr Faber has over 33 years' experience working field operations in the busiest commands in the state. Throughout that time, he undertook numerous investigations in all categories of major crime and has been awarded the annual Detectives Board Award - Best Investigation twice - in 2013-14 and 2016-17.

Australian Police Medal (APM)

New South Wales

Superintendent Kirsty Maree Heyward

Superintendent Kirsty Heyward joined the NSW Police Force (NSWPF) on 13 November 1996 and performed general duties at Bankstown, Kogarah and St George commands. In 2003 she moved into the Prosecutions Command as a police prosecutor, an area where she remained for 20 years. During this time, she received a number of promotions, and then in 2019 was promoted to superintendent as operations manager and commander of Police Prosecutions Command. In 2023 she moved to become the commander of Blacktown Police Area Command.

Whilst relieving as the assistant commissioner of Police Prosecuting & Licensing Enforcement she led and directed resources of the Police Prosecutions Command, Operational Legal Services Command, Firearms Registry and Security & Licensing Enforcement Directorate within dynamic environments and periods of reform.

Superintendent Heyward assumed leadership amid ongoing organisational change and pressures, including risks to the health and safety of employees due to the COVID-19 pandemic. She identified NSWPF and community risks in the management of the firearms license renewal process and introduced risk mitigation strategies and business enhancements for the Firearms Registry. She led consultations with key stakeholders, including digital technology and innovation to clearly communicate the issues, risks and opportunities to enhance the Gun Safe system.

Superintendent Heyward was the commander of more than 400 police members deployed across numerous business streams throughout the state and chaired the Prosecutor Education Program (PEP) Review Committee to provide a considered alternative to prosecutor education. In collaboration with the Education & Training Command, a modern training course of shortened duration was created which has improved the retention and proficiency of trainee prosecutors. Superintendent Heyward designed the centralised Regional Weekend Bail Court model and established legal professional privilege for legal advice provided by non-legally qualified prosecutors. Superintendent Heyward introduced the automated exchange of court papers to ensure business continuity across local and children's court jurisdictions during the COVID-19 Pandemic.

Australian Police Medal (APM)

New South Wales

Detective Sergeant Michael Barry Smith

Detective Sergeant Michael Smith joined the NSW Police Force on 25 June 1987 and commenced at Penrith Police Station in general duties. In 1989, he transferred to the Penrith Highway Patrol where he undertook road policing duties with passion. In March 1990, he transferred to the Lismore Highway Patrol, and in May 1993 to the Lismore Police station conducting general duties. In October 1993 he commenced investigative duties with the Lismore Detectives Unit. In 1996 he moved to the Northern Region Major Crime Squad, followed by the Major Crime Squad Drug Unit at Lismore. In 1997 transferred to the Ballina Criminal Investigation Unit.

In February 2004 he joined Richmond Target Action Group, where he led a team of junior police targeting serious crime across Richmond Police District. In March 2004 he was promoted to detective sergeant. In June 2009 he transferred to Richmond Police Department Drug Unit, and in December 2012, Detective Sergeant Smith assumed the role of the Investigations Unit team leader at the Ballina Detectives Office.

Detective Sergeant Smith has also been performing Regional Tactical Policing duties as a member of the Tactical Operations Regional Support Unit (formerly State Protection Support Unit) for over 28 years.

Throughout his career, Detective Sergeant Smith has received numerous commendations and recognitions for his leadership and brave actions, such as his role in responding to a shark attack on a 32-year-old bodyboarder at Lighthouse Beach, Ballina. He also personally conducted numerous rescues during the 2022 Lismore Floods, showing outstanding actions and exceptional leadership in taking charge of police and emergency services and orchestrating the evacuation of elderly residents from retirement villages, including palliative care patients. His dedication to duty under extremely hazardous conditions during a high-risk operation in Mullumbimby, as well as his exceptional service and unwavering commitment during Strike Force Durkin have been recognised with the awarding of Commissioners Unit Citations.

Detective Sergeant Smith embodies the ideal officer within the NSW Police Force. His remarkable blend of experience, dedication, leadership, and integrity exemplifies the very essence of our organisation's values and mission.

Australian Police Medal (APM)

New South Wales

Superintendent Scott Richard Tanner

Superintendent Scott Tanner joined the NSW Police Force on 24 January 1993 and performed general duties at Newcastle, Wallsend, Grafton, Nymboida, Manilla, Gunnedah, Coonabarabran, Dubbo, Armidale and Lismore police stations. He has spent much of his career in regional NSW in general duties, including lock up keeper roles.

In 2003 he was promoted to sergeant at Gunnedah Police Station before further promotion in 2010 to duty officer at Coonabarabran Police Station. He was promoted to superintendent in 2018 and became the commander at New England Police District before transferring to his current position in 2020 as the commander of Richmond Police District.

As a proud 'country cop', Superintendent Tanner has always devoted himself to being a strong part of the fabric of the country towns he has worked and lived in. Superintendent Tanner also spent a number of years in tactical policing as an operational member of the then State Protection Support Unit as well as the Operational Support Group.

In 2022, one of the most significant flooding events in Australian history took place at Lismore where Superintendent Tanner was the commander. This unprecedented event resulted in over 2,500 people being rescued and six people tragically losing their lives in a 24-hour period. Superintendent Tanner was the local emergency operations controller and managed this large-scale event during the emergency and over the following weeks, which saw many people isolated and unaccounted for. His leadership during this time, was of the highest standard.

Superintendent Tanner went on to assist Deputy Commissioner Lanyon APM in the recovery efforts for this disaster situation where over many months they repatriated or moved thousands of residents to safe and secure accommodation, engaged government and led other agencies in the process of bringing towns back to business as usual. He became the go to person for mayors, ministers and the public alike.

Australian Police Medal (APM)

New South Wales

Senior Sergeant Catherine Ann Urquhart

Commencing a distinguished 43-year career in 1981, Senior Sergeant Catherine Urquhart has been an integral part of intelligence support provided to numerous squads, task forces and operations, including the protracted investigation into the Ivan Milat backpacker murders conducted by Task Force Air.

Following an already long and distinguished career in the NSW Police Force in 2018, Senior Sergeant Urquhart developed, designed, and set up the Intelligence Coordination Centre at the State Intelligence Command to effectively manage, document and appropriately disseminate all intelligence information. Prior to this, often critical information was submitted to the NSW Police Force via many different avenues, with no centralised method of recording.

Senior Sergeant Urquhart identified this as a significant risk to the organisation and set about creating a unit which would be integral in mitigating this risk. She did this by establishing processes to record incoming and outgoing intelligence information shared between the NSW Police Force and other agencies including, but not limited to, the Australian Federal Police, Australian Border Force, and the Australian Criminal Intelligence Commission.

Senior Sergeant Urquhart's unwavering dedication, exemplary leadership and pioneering spirit embody the highest ideals of professionalism and service. Her contribution to the advancement of intelligence practice within the NSW Police Force cannot be understated, and her legacy will continue to inspire and guide future generations of intelligence professionals, leaving an indelible mark on the fabric of the organisation.

Australian Police Medal (APM)

New South Wales

Detective Superintendent David Anthony Waddell

Detective Superintendent David Waddell joined the NSW Police Force (NSWPF) on 26 October 1990 at Blacktown Police Station. In 1993, he joined the Tactical Operations Unit. There he was personally involved in hundreds of high risk jobs and resolutions.

In 1996 he moved to plain clothes duties at Prospect Anti Theft Squad then to the Quakers Hill Detectives Office. In 1998 he transferred to Lightning Ridge Police Station and was designated as a detective. Whilst at Lightning Ridge he continued in tactical policing as a Field Supervisor and operative. In 2000 he was appointed as a Detective Sergeant at the Brisbane Water Anti-Theft Squad, working on the Coast in Anti Theft, Drug and Detective offices, as well as an Undercover Supervisor. In 2006 he became the Detective Inspector and Crime Manager at Waratah Police Station. In June 2018 he was promoted to Superintendent and Commander of Ryde Police Area Command. In 2020 he became the Commander of the Tactical Operations Group, in 2022 the Commander of Blacktown Police Station and in July 2023 the Operations Manager of the Northern Region.

During the COVID-19 pandemic, Detective Superintendent Waddell was given the responsibility as the NSWPF Coordinator to the Australian Defence Force (ADF) deployment into NSW. He worked with senior military personnel, facilitating the ADF's role in assisting NSWPF and NSW Health in large scale vaccine roll outs to regional and remote communities, especially in western and northern NSW and was instrumental in vaccinating vulnerable Aboriginal communities, as well as other functions performed by the ADF across the state of NSW during this period.

Detective Superintendent Waddell has been recognised as a future leader at the executive level of the NSWPF having relieved at the assistant commissioner level at the North West Metropolitan Region, Forensic Evidence and Technical Services, Traffic and Highway Patrol, Capability, Performance and Youth Command, Northern Region and the Police Property Group.

Detective Superintendent Waddell is currently leading a project, for which he was handpicked by the Commissioner of Police. If endorsed for statewide implementation in the field of Special Victims, this project will see the most vulnerable of victims of crime given even greater attention and care to ensure the best chance of appropriate outcomes.

Australian Police Medal (APM)

New South Wales

Detective Chief Inspector Cameron James Whiteside

Detective Chief Inspector Cameron Whiteside joined the NSW Police Force on 28th April 1989 at Casino Police Station in general duties, then moved to Mudgee Police Station in 1994 performing the same duty. In 1997 Detective Chief Inspector commenced plain clothes duty at Mudgee Police Station and was designated a detective in 1998. He was promoted to detective sergeant in 2001 and to detective inspector in 2012.

Between 1998 and 2017 Detective Chief Inspector Whiteside investigated and led several significant homicides and serious and complex crimes. He was appointed State Rural Crime Coordinator in 2017 and now coordinates 63 officers across 28 regional locations.

Detective Chief Inspector Whiteside developed Operation Stock Check within NSW, which, due to his strong working relationships with other law enforcement agencies, has now been extended to become a national operation. This operation is a high visibility operation preventing and disrupting the movement of stolen livestock within Australia and contains a training program to teach all police officers how to conduct a livestock carrier inspection and relevant legislation pertaining to movement of stock.

Detective Chief Inspector Whiteside is currently an executive member of the International Society for the Study of Rural Crime and the only serving law enforcement officer on the executive. He is a member of the advisory board for the Centre of Rural Criminology (CRC) at the University of New England (UNE) and has forged a significant relationship with UNE and in particular the CRC sharing and linking the world of academia to practitioners in the field of rural crime.

In July 2022, he was invited and attended the 75th Annual International Livestock Identification Association Conference by the Texas & Southwestern Cattle Raisers Association Special Rangers which was held in Fort Worth Texas. He presented on the experience, success, and capability of the Rural Crime Prevention Team in respect to policing rural crime in NSW.

Australian Police Medal (APM)

Victoria

Detective Senior Sergeant Anthony John Combridge

Detective Senior Sergeant Anthony Combridge graduated from the Victoria Police Academy in 1990 where he worked at a number of general duties positions before commencing work at the Major Fraud Group in 1995. From there he moved on to the Moreland Crime Investigation Unit before being seconded to the Belier Taskforce where he was instrumental in developing best practice systems for the reconciliation of unidentified human remains and quickly became known as the subject matter expert when it came to long-term missing persons investigations. After leaving on promotion to the northern suburbs of Melbourne, he performed duties at the Moreland Crime Investigation Unit, eventually becoming the officer in charge of Fawkner Police Station.

Detective Senior Sergeant Combridge was promoted to the Missing Persons Squad in 2020 where he has played a leadership role in the resolution of numerous high-profile current and historical missing persons homicide cases and led several searches that have resulted in the recovery of deceased persons who were the victims of homicide. Detective Senior Sergeant Combridge has become a national leader in the field of missing persons investigations, regularly providing expert advice in relation to the conduct of these investigations and expert evidence both in Victoria and interstate. Further, he is a key driver on state and national groups dedicated to the improvement of investigative techniques with the sole focus of improving outcomes for missing persons and their families.

Detective Senior Sergeant Combridge's outstanding leadership is a testament to his compassionate approach and fervent dedication to serving the community through the crucial and impactful work he undertakes in the realm of missing persons investigations. His contribution to missing persons investigations in Victoria has been both extensive and inspirational.

Australian Police Medal (APM)

Victoria

Inspector William Hamilton Duncan

Inspector William Duncan is a highly driven and motivated officer, who is extremely well respected within state, national and international policing and military circles. His 30 years with the Special Operations Group has seen him participate in the supervision, management, planning and resolution of many of Victoria's highest profile and riskiest investigations.

Inspector Duncan has also been involved in international disaster relief, to assist the 2004 Boxing Day tsunami recovery effort in Banda Aceh, Indonesia, and was deployed to New Zealand in 2011 to assist with recovery phase after the Christchurch earthquakes. He was recognised for his professionalism and leadership in both international disasters where he held leadership and logistical support roles.

Now approaching the end of his Special Operations Group tenure, Inspector Duncan is optimistic about the next chapter of his professional life and the opportunities this will bring for him and for Victoria Police. Inspector Duncan is responsible for improving the operational safety of Victoria Police officers and the Victorian community. His achievements are tangible and will remain within practice for years to come. Inspector Duncan has a legacy that will outlive his career.

Australian Police Medal (APM)

Victoria

Superintendent Murray James Fraser

Superintendent Murray Fraser has served the Victorian community for over 41 years, providing exceptional service throughout his diverse and extensive policing career. Excelling in every stream he has worked in, from frontline policing, investigations at the Ethical Standards Department, Crime Command, Organisational Performance Division and Executive Command Support, he is well regarded, respected, and lives the Victoria Police organisational values.

Superintendent Fraser was instrumental in leading Victoria Police's biggest ever corruption investigation, Taskforce Ceja, which saw the arrest, successful prosecution and imprisonment of corrupt drug squad detectives. Notwithstanding Taskforce Ceja's well-publicised achievements, a small number of investigators faced ostracism and resentment on their return to the mainstream workforce. Superintendent Fraser showed continued support to these investigators even after the Taskforce had disbanded. Taskforce Ceja prosecuted seven serving police officers with five receiving terms of imprisonment for trafficking drugs of dependence. Six civilians were also prosecuted and convicted.

Superintendent Fraser has been Victoria Police's spokesperson and a supporter of the Panlock family in the implementation of Victorian anti-bullying legislation, "Brodi's Law". He spent countless hours raising awareness of bullying both in the community and amongst Victoria Police employees.

Superintendent Fraser is passionate about people. He is known for his support and development of those internal to Victoria Police whilst also providing enduring support to families who have experienced trauma.

Australian Police Medal (APM)

Victoria

Commander Mark Graham Galllott

Over his 35-year career, Commander Mark Galllott has worked in a broad range of operational and strategic roles, demonstrating significant commitment and service to the Victorian community. As commander of Melbourne's Central Business District (CBD) and Melbourne West over the last three years, he has provided strategic and dynamic leadership overseeing the policing and community's safety needs of Melbourne's diverse CBD, as well as some of the busiest policing areas in Melbourne's western suburbs.

Commander Galllott combines his extensive legal and policy background with an ability to build high-value relationships with key stakeholders to address some of the challenges faced in his role, including managing high harm crime and youth offending, major community and sporting events, and public order management and demonstrations. Commander Galllott continues to provide extensive policy and legal advice on strategic and operational matters, as well as business cases for government investment, to drive impactful change across Victoria Police and government.

Commander Galllott also leads the delivery of the Embedded Youth Outreach Program (EYOP), and Youth Crime Prevention and Early Intervention Project, with both programs focused on reducing the risk of young people entering the criminal justice system. Under Commander Galllott's leadership over the last three years, both programs have continued to expand and grow, with EYOP recently awarded gold at the 2023 Australian Crime and Violence Prevention Awards.

Commander Galllott was appointed as a board director to Victoria Police Legacy in December 2013 and continues to serve in a voluntary capacity. His contribution to Victoria Police Legacy has been unwavering, despite the constant demands of his current role as commander for the Melbourne CBD and Melbourne's western suburbs – such is his passion for providing ongoing support to all police members and their families.

Australian Police Medal (APM)

Victoria

Detective Senior Sergeant Angela Hantsis

Detective Senior Sergeant Angela Hantsis has devoted her working life to solving some of the most complex and intriguing criminal cases in recent Victoria Police history, including cold case murders, armed robberies and sex crimes. Detective Senior Sergeant Hantsis served with distinction on taskforces, including Taskforce Briars which conducted the investigation into alleged involvement of police in the murder of a Victorian man, Taskforce Phoenix which conducted the investigation into the 2009 Victorian bushfires, and the Purana Taskforce which conducted the investigation into the infamous gangland murders in Melbourne.

In 2010, Detective Senior Sergeant Hantsis was only the second female police officer in Victoria Police to successfully complete the Level 4 – Australasian Human Source Management Course. She utilised her training and skills to recruit, manage and deploy high-risk human sources, managing significant operational risks which led to the successful prosecution of a number of complex crimes.

In 2014, Detective Senior Sergeant Hantsis was appointed to the Missing Persons Squad, where investigations are particularly complex and demanding in the serious crime environment. Undertaking these investigations requires a special skill set, not only in crime investigation, but also emotional and physical resilience, all qualities Detective Senior Sergeant Hantsis embodies.

As a senior sergeant at the St Kilda Police Station, she worked with both government and non-government organisations, social workers, health providers, local government, counselling services and housing providers to address complex needs that surround street level drug use and sex work in order to reduce harm to individuals and the local community.

Detective Senior Sergeant Hantsis is an excellent example of a police officer who can apply herself to large-scale criminal investigations and always display the highest level of integrity and understanding that in the justice continuum, deviating from proper process can rob victims of their right to justice.

Australian Police Medal (APM)

Victoria

Detective Superintendent Michael John Sheehan

Detective Superintendent Michael Sheehan has demonstrated over 40 years of distinguished service primarily in managing and conducting serious criminal investigations. He has progressed through numerous ranks within the Crime Department, most notably the Armed Robbery Squad, Commonwealth/State Joint Taskforce, Drug Squad and as a foundation member of the Crime Strategy Group.

Throughout his investigative career he has been a detective for 28 years. During that period, he has mentored and developed countless detectives in the application of this tradecraft and is currently the Victoria Police representative on the Australian New Zealand Counter Terrorism Committee (an Investigations Support sub-committee), as the investigations capability advisor.

Throughout his extensive and diverse career, his commitment to investigations and strategic legislative reforms has influenced and even changed the way law enforcement deal with particular crime types. He has led strategic change in establishing the Firearm Prohibition Order (FPO) regime; establishment and implementation of the Accountability and Resource Model (ARM), which identifies investigative primacy for reported Category 1 and Category 2 offences and undertook a pivotal role in the Police Information Process and Practice (PIPP) reform project.

Within Counter Terrorism Command he has instigated and led a process of 'end to end' National Security Person of Interest Management Model that leverages off initial assessment using the National Security Prioritising Assessment Tool, categorisation, engagement and management, investigation and tri-agency oversight. He has aligned interconnecting activity of the Joint Counter Terrorism Team, Security Investigations Unit, Countering Violent Extremism Unit and the Fixated Threat Assessment Unit into one cohesive 'Command Operating Model.'

In keeping with his long career of effective serious crime investigation management, Detective Superintendent Sheehan has created the type of investigations management environment within counter terrorism that gives Victoria Police the most effective and sustainable environment to collaboratively manage threats presented by national security persons of interest.

Australian Police Medal (APM)

Queensland

Senior Sergeant Craig William Berry

Senior Sergeant Craig Berry commenced with the Queensland Police Service (QPS) on 18 December 1989, and was sworn in on 29 June 1990. He has served as a police officer for over 33 years in a variety of roles, mostly in regional areas including St George, Charleville, Wallumbilla, and Roma.

The 2010-11 Queensland floods provided an opportunity for Senior Sergeant Berry to perform full time QPS disaster management duties. Since then, he has dedicated his service to enhancing community safety as a disaster management support officer, both in Warwick and Toowoomba. He has also been deployed across the state to assist with the disaster response and recovery of multiple tropical cyclones. He has supported district disaster operations for over 25 disaster events, including the 2010-11 floods, 2019-20 Black Summer Bushfires, Tropical Cyclone Debbie, and COVID-19.

Senior Sergeant Berry has applied his critical knowledge and operational experience to ensure continual improvement of disaster risk governance and was instrumental in the development of key QPS disaster management, policy, plans, and training framework. Throughout his distinguished career, Senior Sergeant Berry has demonstrated exemplary leadership to frontline police, as well as external support agencies, producing outstanding service delivery in the disaster management sphere to the Queensland community.

Australian Police Medal (APM)

Queensland

Chief Inspector Michael David Fawcett

Chief Inspector Michael Fawcett has dedicated his 39 years of service to the Queensland community. During his long and successful career, he has performed a wide range of duties including general duties, officer in charge, and duty inspector. He has also performed duty in multiple disaster management responses across the state including multiple flooding events, tropical cyclones Marcia and Debbie, bushfires and most recently the Central Region's COVID-19 pandemic response.

Chief Inspector Fawcett is a devoted and professional officer who excels in the field of leadership and working with government to ensure community safety outcomes are achieved and frontline policing operations are maintained in regional and remote locations. He is selfless in his approach, serves as a mentor to many and is an active contributor to police wellbeing actively supporting community supporting police, police chaplaincy, and the peer support network.

Chief Inspector Fawcett has been instrumental in supporting the resolution of workplace conflict and has actively contributed to the reintegration to duty of members who have been absent from the workplace. He has performed the role of strategy & performance (S&P) officer for the Central Region for over ten years and is regarded as the 'go to officer' for all S&P officers in the State.

Chief Inspector Fawcett recently assisted in the establishment of processes and practices in support of two new police regions and directly mentors' officers commencing duty in those offices. He is an outstanding leader who espouses and demonstrates the values of the QPS through his actions.

Chief Inspector Fawcett is highly regarded for his integrity, professionalism, dedication and ability to deliver outcomes on behalf of the QPS. He has consistently demonstrated these attributes over his many decades of service to the community of Queensland.

Australian Police Medal (APM)

Queensland

Sergeant Kelly Suzanne Gurski

Sergeant Kelly Gurski has 30 years policing service and has dedicated most of her career to supporting those affected by domestic and family violence (DFV). Sergeant Gurski worked in the domestic violence liaison officer's (DVLO) role for the Queensland Police Service (QPS) for 14 years. Her dedication to the numerous community support-based policing and volunteering roles she has undertaken during her service has been exemplary.

Sergeant Gurski was the first DVLO at Pine Rivers Police Station and was responsible for establishing the role and training others to assist her in undertaking this vital work supporting our communities' most vulnerable members. One of her legacies was the creation and implementation of interagency engagement models (Duluth and PRADO) to assist those affected by domestic and family violence.

Sergeant Gurski has been a role model for other QPS employees, demonstrating exemplary conduct and professionalism when working to address DFV. Since 2012, she has continued her commitment to this area by dedicating her time as a volunteer with RizeUp Australia, a community-driven organisation created to provide support and raise awareness about the social injustice of those affected by domestic or family violence. This is done through speaking engagements providing specialist domestic violence services to deliver fast and safe solutions to families experiencing violence, fundraising and donations.

Australian Police Medal (APM)

Queensland

Chief Superintendent John Edwin Hallam

Chief Superintendent John Hallam commenced with the Queensland Police Service (QPS) on 1 February 1983 and was sworn in on 6 July 1984. He started his career as a general duties officer, has performed duty as a detective and has served as a shift supervisor and also senior sergeant and officer in charge of Mackay Northern Beaches Police Station. He was promoted to inspector in 2008 and he has served as the state and regional duty officer of Metropolitan North Region and the patrol group inspector at North Brisbane and Moreton districts. He was an operations commander at the Security and Counter Terrorism Command during a period of heightened national and international security concern before being appointed as the district officer for the Moreton Police District.

Chief Superintendent Hallam built his policing career on the provision of outstanding operational leadership, a steadfast commitment to protect the most vulnerable and enhancing community safety through sustained collaborative partnerships with agencies and civic groups. Chief Superintendent Hallam has an outstanding reputation for identifying and embracing opportunities for organisational change and innovation and has demonstrated courage in leading change within large policing teams.

Chief Superintendent Hallam has demonstrated an authentic interest in the welfare, professional and personal development of others and has been instrumental in developing many QPS members. His many achievements have been accomplished through maintaining the highest level of professionalism, a commitment to improved service delivery to the community and a steadfast commitment to the health and wellbeing of those around him. Chief Superintendent Hallam amplifies the core values of the QPS and is held in exceptionally high regard by subordinates and superiors, together with the communities of Queensland where he has served.

Australian Police Medal (APM)

Queensland

Senior Sergeant Robert William Richards

Senior Sergeant Robert Richards was sworn into the Queensland Police Service (QPS) in 1986 and performed as a frontline general duties officer within the Longreach District, Brisbane mobile patrols, Brisbane City and Redcliffe stations. In 1993 he transferred to a plain clothes investigator role within the Gold Coast District Juvenile Aid Bureau, before being appointed a detective senior constable for the Organised Crime Investigation Group.

In 2000, after 15 years of significant operational and investigative policing, he was promoted to the rank of sergeant to a training position within State Crime Operations and then the Constable Development Program. Applying his operational and plain clothes expertise to numerous training capabilities culminated in a further promotion to recruit training at the rank of senior sergeant in 2008. Senior Sergeant Richards is known for his measured demeanour, providing stability and support, and his wealth of knowledge for identifying merit through historical decision making, with an intention to better inform future practices.

Senior Sergeant Richards was then appointed as a project manager for the training capability for the G20 Operation Southern Cross, the largest and most complex in the organisation's 150-year history, enhancing the QPS' capabilities to ensure the safety, security, and dignity of the G20 meetings.

After this deployment he was then embedded into the Commonwealth Games Group and delivered strategic outcomes in both the training field and corporate support. At the conclusion of the Commonwealth Games deployment, Senior Sergeant Richards was transferred to a corporate support role for Organisational Capability Command, where he continues to deliver organisational priorities in support of frontline policing.

Australian Police Medal (APM)

Queensland

Senior Sergeant Rima Seferovic

Senior Sergeant Rima Seferovic commenced with the Queensland Police Service (QPS) as a police liaison officer in a non-sworn position in the South Brisbane District supporting the Muslim community. Later she attended the police academy and was sworn-in as a constable in October 2006.

Her path to policing was not an easy one, as she negotiated cultural norms within her own community and the QPS, as well as the challenges of being a young female Muslim police officer, while also raising her young family. Senior Sergeant Seferovic became an appointed detective and rose to the rank of Detective Sergeant.

She is now part of a vital team of officers working as part of the Workplace Assessment Support Team making a difference in highly challenging station and section workplace conflict situations where using her dynamic communications skills and forthright manner, she is making a difference across the state to officers working in challenging environments.

Senior Sergeant Seferovic's drive, enthusiasm and professional skills have led to a capability being available to the QPS and its managers that is not available in other jurisdictions. She, as leader of a high performing team, has made transformational change in workplaces across Queensland. She is a highly regarded officer amongst senior managers and her peers, with her tenacious attitude allowing her to succeed where others have not.

Senior Sergeant Seferovic demonstrates dedication, professionalism, and a mentoring and pioneering ethos in frontline policing. She is transforming the culture of workplaces as an integral member of the Workplace Assessment and Support Team.

Australian Police Medal (APM)

Queensland

Detective Senior Sergeant Peter John Ziser

Detective Senior Sergeant Peter Ziser is a career detective who has always had an interest in the identification of motor vehicles used in the commission of serious crimes. Detective Senior Sergeant Ziser has demonstrated and applied his expertise, resourcefulness, and dedication to duty by establishing VIPER (Vehicle Identification Platform – Enforcement Response) within the Queensland Police Service (QPS) and more broadly with international and interstate partner agencies. Detective Senior Sergeant Ziser's exemplary leadership and contribution to operational capability has resulted in investigators using the VIPER imagery within investigations, achieving outstanding results.

Detective Senior Sergeant Ziser continuously considers the use of current systems and processes that can be used to identify vehicles involved in serious crimes. Some of the notable examples where vehicle identification was utilised throughout prominent investigations include Kilo Intrigue, Kilo Pixel, Kilo Minerva, Lima Pitchout, Romeo Masking and was arresting officer for Rockhampton Serial Homicides.

In recognition of the outstanding contribution to vehicle crime, Detective Senior Sergeant Ziser was the recipient of the International Association of Auto Theft Investigators (IAATI) 2021 International Award for Excellence in Vehicle Identification stemming from the development of the VIPER. At the time, IAATI pushed for the VIPER platform to be widely utilised across international law enforcement agencies as an acknowledgement of the platform's investigative appeal outside the scope of the QPS.

Australian Police Medal (APM)

Western Australia

Assistant Commissioner Arlene Mavratsou

Assistant Commissioner Arlene Mavratsou joined the Western Australia Police Force in 2020 after serving other law enforcement intelligence services across Australia and United States. She was promoted to the rank of assistant commissioner and was the first public servant appointed by the Governor to a commissioned officer rank in Western Australia.

She has had a profound impact on law enforcement and tactical intelligence, overseeing both day to day operations and long-term policing objectives, whilst consistently contributing to agency and government priorities to enhance community safety and effective law enforcement outcomes both nationally and internationally.

Assistant Commissioner Mavratsou is an accomplished leader which is evident in many of her key achievements, such as leading the design and implementation of the agency's new intelligence and data analytics functions. Her vision embedded a tactical intelligence culture focused on "working better together" applying the Identify, Locate Associate (ILA) principles.

She consistently demonstrates her ability to achieve outstanding results through strategic initiatives, leading the intelligence and data reform for the agency, designing and delivering ILA training courses effectively demonstrating the value of intelligence within law enforcement. She has also enhanced the capability within Rapid High Harm Offender Response teams across the state by embedding tactical intelligence analysts within multi-disciplinary operational teams, resulting in significant volume crime reductions.

Other notable accomplishments include implementing new frontline operational technological solutions providing modern crime solving tools and equipment to assist the frontline. These have since played crucial roles in helping to solve many high-profile crimes and historical cases.

Assistant Commissioner Mavratsou is a highly respected and visionary leader who has left an indelible mark on law enforcement and tactical intelligence. She consistently achieves high end results and exemplifies unwavering commitment to community safety and the relentless pursuit of excellence in law enforcement.

Australian Police Medal (APM)

Western Australia

Brevet Senior Sergeant Karyn Lee Meyer

Brevet Senior Sergeant Karyn Meyer joined the Western Australia Police Force in 2012, and in 2014 transferred to Laverton Police Station. In 2017, she was deployed to the Warburton Multi Function Police Facility (MFPF) where her experience, knowledge and skills proved invaluable to build trust with the local women and helped provide critical support around safety for females and children, empowering the community to make positive changes around family violence, including perpetrator accountability. Brevet Senior Sergeant Meyer established a strong collaborative partnership with Ngaanyatjarra Pitjantjatjara Yankunytjatjara (NPY) Women's Council, and the local Women's Leadership Group. Since those partnerships and strategies were implemented, family violence in the area reduced by 60% and breaches of family violence restraining orders reduced by 80% in the same period.

In 2022, Brevet Senior Sergeant Meyer was appointed as the first female officer in charge of Blackstone MFPF and established the Warburton Women's Leadership Group. She is the chairperson of the Warburton Inter-agency Meetings group and Warburton Local Drug Action group. She implemented a delayed engagement strategy, putting in place diversionary initiatives to prevent youths re-offending. She obtained over \$45K in funding for the Warburton Local Drug Action Group, including Safe4Kids Child Abuse Prevention Program and the Women's Leadership Group's Safe Space art project within the station.

Brevet Senior Sergeant Meyer installed a restorative justice youth diversion and as a result the volume of crime trended downwards, with most of the offending youths being diverted and not having any further formal police or official justice sanctions. This local youth diversion initiative increased community confidence, building mutual trust, care and respect within the community.

Throughout her career, Brevet Senior Sergeant Meyer has made a significant contribution to the Western Australia Police Force and the communities of regional Western Australia with her leadership, initiatives and dedication to her duty.

Australian Police Medal (APM)

Western Australia

Senior Constable Bevan Keith O'Donnell

Senior Constable Bevan O'Donnell has served Western Australia Police Force for almost 20 years, initially as an Aboriginal police liaison officer (APLO) before transferring to become a police officer in July 2007. Through his work as an APLO and police officer, he has excelled at helping local Indigenous people who have needed additional support and guidance. He is always willing to assist, either on or off duty and he is well respected by the local Indigenous groups in Midland and wider community.

In 1987, along with his three brothers, he helped establish the Wally Bates Memorial Boxing Club in Midland. The club helps to teach young men and women the disciplines of boxing and many of the youth attending have become leaders amongst their peers. Senior Constable O'Donnell is actively involved with the Moorditi Maaman (Strong Men) Group in Midland, which was established to support local Aboriginal men who were struggling in many facets of their life. Whilst stationed at Forrestfield Police Station, Senior Constable O'Donnell was instrumental in Project Dismantle, which was funded through the local council, bringing together Indigenous and other cultures over a six-week period to re-assemble and fix broken bicycles so they could be returned to local children and charity groups.

Senior Constable O'Donnell often goes above and beyond his remit as a police officer liaising with various agencies to help identify and support elderly Indigenous people who do not have the ability to leave home or access local services, ensuring those vulnerable members of the community are kept safe.

Senior Constable O'Donnell has a wonderful ability to work across the cultural divide, providing a compassionate policing service to vulnerable members of the community, highlighting his significant contributions to the Western Australia Police Force with his specialised skills and knowledge.

Australian Police Medal (APM)

Western Australia

Superintendent Craig Leslie Parkin

Superintendent Craig Parkin joined the Western Australia Police Force in 1986 as a cadet and has given over 37 years of dedicated service to the community, serving with distinction in many policing roles across the State. Superintendent Parkin played a crucial role in Operation Regional Shield, effectively addressing youth-related crime in multiple Kimberley sub-districts. His actions mitigated significant risks and improved officer safety, decreasing various high-harm offences such as burglary, motor vehicle theft, and aggravated vehicle aggression against police officers and the community. His leadership accentuated operational efficiency, high standards, and proactive policing methodologies.

Superintendent Parkin's exceptional performance during a state of emergency in the Pilbara and Kimberley districts, particularly with remote Aboriginal communities, showcased his outstanding leadership, establishing strong partnerships across government and private sectors and addressing community needs during the COVID-19 pandemic. He has built strong partnerships, not only within the Western Australia Police Force, but also with various government agencies and community stakeholders. He is a well-respected community leader among regional directors and Aboriginal community-controlled organisations.

Superintendent Parkin's dedication extended to road policing where he ensured patrols were aligned with intelligence and district targets. He emphasised youth engagement, community patrols, and referrals for at-risk youth, making the Kimberley District a safer place to be.

As the district emergency coordinator, he played a pivotal role in supporting the Department of Fire and Emergency Services and the Hazard Management Agency, in combatting the Kimberley flooding in December 2022 and January 2023, caused by Tropical Cyclone Ellie. His leadership in the Kimberley District was exemplary, and under his control, the reduction of crime in the Kimberley area has been significant, which has been recognised by the Police Executive, local Government and the Community. Superintendent Parkin has consistently demonstrated exceptional professionalism, leadership and dedication throughout his career.

Australian Police Medal (APM)

South Australia

Chief Superintendent Scott Antony Allison

Chief Superintendent Scott Allison joined South Australia Police (SAPOL) in 1988 and maintains his operational capacity. He initially worked in Glenelg general duties patrols before undertaking the Detective Training Course in 1997. This resulted in him performing several detective positions including regional, metropolitan and Crime Service investigative roles. In 2002 he was promoted to sergeant at the Executive Support Section, and then inspector in 2006 where he worked on the DNA implementation project which laid the foundation for the current legislative requirements within the *Criminal Law (Forensic Procedures) Act*. He was subsequently posted to State Intelligence Branch where he led the team for the first criminal organisation declaration under the Serious and Organised Crime Control Act.

Promoted to chief inspector, Chief Superintendent Allison was posted to the Information, Systems and Technology (IS&T) Service as the business change manager. In this role he has displayed significant leadership in leading IS&T Service into a new era of service delivery, with a strong focus on meeting the needs of frontline members. In 2015, his contribution was further recognised through a promotion to superintendent, and in 2019 he helped define the concept and business case of what has become the Mobile Workforce Program – a transformative investment in the future of technology enabled policing.

Chief Superintendent Allison's renowned leadership was also evident with the onset of the COVID-19 pandemic, taking charge of the IS&T response and leading the development of significant IT initiatives in support of SAPOL's workforce. This included the creation of a scalable work-from-home solution, which quickly enabled around 1,300 staff to work from home. These actions, and his contributions to driving innovation for SAPOL, led to his promotion to chief superintendent in mid-2020. Chief Superintendent Allison has also made a valuable contribution to the Special Olympics as the inaugural Chair (2008-2019) and ongoing board member of the Law Enforcement Torch Run for the Special Olympics of South Australia.

Australian Police Medal (APM)

South Australia

Senior Sergeant Heidi Maria Baldwin

Senior Sergeant Heidi Baldwin has diligently served South Australia Police (SAPOL) since joining in 1990. She initially performed general patrols in metropolitan Adelaide followed by operational duties at the Mounted Operations Unit. In 2005, she transferred to a metropolitan field intelligence position, igniting an unwavering passion and commitment in the discipline of intelligence. She was promoted to sergeant in 2012 and shortly thereafter, was seconded to an organisational reform project involving police records management systems. Demonstrating leadership and highly accomplished as an intelligence practitioner, she was integral in the transition of intelligence systems, processes and records to a new records management program, improving frontline access to information and warnings and enhancing officer safety during incidents, operations and investigations.

In 2015, Senior Sergeant Baldwin returned to intelligence operations within the State Protective Security Branch and was promoted to senior sergeant in 2019. She has played a pivotal role in working collaboratively and collegiately across law enforcement agencies to counter terrorism and violent extremism; and developing a cadre of intelligence officers and analysts in support of the national and state counter terrorism strategies and plans.

Senior Sergeant Baldwin is highly regarded by colleagues and partner agencies for her leadership, agility and ability to form partnerships and operationalise strategic intelligence objectives to mitigate risks of terrorism and violent extremism to the community. She has been instrumental in the development and delivery of intelligence training on a national stage and is considered a subject matter expert who is regularly sought out by law enforcement partners for her advocacy and skills within the discipline. Renowned as a role model in police intelligence, Senior Sergeant Baldwin engenders practitioner confidence in the operational and training environment. She demonstrates exemplary integrity and service delivery and has positively contributed to SAPOL and the community for over 33 years.

Australian Police Medal (APM)

South Australia

Senior Sergeant First Class Richard James Errington

Senior Sergeant First Class Richard Errington joined South Australia Police (SAPOL) in 1990, commencing his career at Christies Beach general patrols. He then served in country postings at Aldinga, relieving small stations at Willunga and McLaren Vale, before transferring to Port Wakefield in 1998. In 2001 he moved to Port Lincoln where he was promoted to a senior general duties' member in 2002 and in 2005, he received a commendation for his response to the Wangary bushfire on the lower Eyre Peninsula. In 2008 he was promoted to sergeant as a general duties' supervisor at Port Augusta Police Station and three years later transferred to Millicent Police Station where he is currently the officer in charge.

In 2014, after identifying the death toll on the water along the Limestone Coast exceeded the lives lost on the roads, Senior Sergeant First Class Errington created and implemented Operation TEXAS. His drive and leadership have seen the ongoing operation substantially impact water safety compliance, reduce deaths on the water and establish strong, collaborative inter-agency relationships. Also in 2014, he commanded two significant critical incident responses – a quadruple fatal crash involving multiple vehicles, and eight days later an emergency services crash involving personnel known to him. Faced with multiple traumatic exposures Senior Sergeant First Class Errington displays resilience and leads by example, incorporating his lived experience into his management style.

Senior Sergeant First Class Errington also plays a significant role in the community as a long-standing committee member of the Wattle Range Suicide Prevention Network and involvement with the Millicent Men's Shed, along with coaching local sport, and roles with the Beachport Surf Lifesaving Club. He is an accomplished and highly respected police manager held in high regard for his leadership and dedication to road safety, crime prevention and the enhancement of community collaboration.

Australian Police Medal (APM)

Tasmania

Detective Inspector George John Cretu

Joining Tasmania Police in 1982, Detective Inspector George Cretu was appointed as an inspector in December 2000, having performed a variety of operational and strategic roles across Tasmania Police. Detective Inspector Cretu has extensive operational experience and maintains his operational capacity. As the current detective inspector at the Professional Standards Command, he provides executive leadership and direction within the Management Review team.

Given his background in mentoring and developing members working on the frontline, Detective Inspector Cretu is well positioned to oversee complex internal investigations and reviews involving police officers. These investigations are focused on the continuing professional development of individuals, with the aim of improving police conduct and organisational performance. Detective Inspector Cretu is highly regarded for his considered and balanced approach, using his significant influence to progress meaningful change to internal policies, to ensure greater transparency surrounding the challenging policing environment experienced by operational police officers.

Detective Inspector Cretu has always looked for opportunities for organisational improvement. During 2022, Detective Inspector Cretu played a key role in an extensive audit of police intelligence records and offence reports relating to child sex, and other sex-related crimes. This audit was a proactive review in line with the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings report. As a result, new supervisory oversight processes were implemented and supported by training, resulting in more accurate and timely reporting and investigation of sex related crimes against children.

In 2022 he also undertook a statewide review of family violence matters to ensure the response of Tasmania Police to these critical incidents was meeting community and organisational expectations. In undertaking the review and making recommendations for improvement he worked closely with the internal and external stakeholders and was able to influence change whilst also acknowledging the good work being undertaken by frontline police.

Detective Inspector Cretu is a committed, valued and enthusiastic member of Tasmania Police. He has made a significant contribution towards quality policing and emergency services in the Tasmanian community.

Australian Police Medal (APM)

Northern Territory

Deputy Commissioner Martin John Dole

Deputy Commissioner Martin Dole boasts an extensive 27-year career in policing within the Northern Territory, spanning various roles and responsibilities. His experience includes tenures in general duties, detective roles, and leadership positions such as detective superintendent and commander in the Crime Command.

Currently serving as the acting deputy commissioner of police, he shoulders the significant responsibility of overseeing and providing guidance to all police officers in the Northern Territory. Notably, and importantly for the Northern Territory, Deputy Commissioner Dole has implemented measures that ensure officers perform their duties effectively in remote areas, thereby enhancing community safety across the vast regions of the Northern Territory. Deputy Commissioner Dole has achieved this by imparting knowledge and insight gathered through his extensive operational experience undertaken while serving in some of the most remote parts of the country at locations such as Alice Springs, Yuendumu, Ti Tree, Papunya and Yulara for more than 10 years.

Endorsed by the Commissioner of the Australian Federal Police, Deputy Commissioner Dole is lauded for his professionalism, integrity, and dedication to upholding the values of the Northern Territory Police, Fire and Emergency Services (NTPFES). For almost three decades Deputy Commissioner Dole has demonstrated exceptional leadership qualities, earning respect from colleagues and community members alike. His strategic acumen and operational excellence have been instrumental in fostering collaborative relationships between the NTPFES and other agencies within the Territory and nationally. His commitment to protecting vulnerable communities and enhancing safety within the Northern Territory has been consistently recognised and commended.

Deputy Commissioner Dole has made an outstanding contribution to law enforcement and public safety, and through his unwavering dedication and strong leadership he has made an enduring impact on policing in the Northern Territory and beyond.

Australian Fire Service Medal (AFSM)

New South Wales

Ms Lorraine Bruce, Wards River NSW 2422

Ms Lorraine Bruce has served the Mid Coast Rural Fire District, formerly known as the Great Lakes Rural Fire District, for more than 40 years. For 20 of those years, she has been a group officer. First elected in 2003, she was the first female group officer in the Great Lakes Rural Fire District.

Ms Bruce has served in multiple senior leadership roles in the area with distinction over that time. This included instructing and mentoring many dozens of brigades and group officers, as well as serving relentlessly, and with exemplary dedication, in the field herself.

Ms Bruce continues to respond to many emergency incidents across the district supporting and leading the volunteer members in attendance. Ms Bruce has led numerous strike teams interstate, including into Victoria and the Australian Capital Territory, and to fires across New South Wales. She has maintained a leadership role in community engagement and public education through her service in the former Great Lakes Firewise Team and the former Great Lakes Community Education Brigade.

Ms Bruce continues to play a key role in the learning and development of volunteers in the Mid Coast Rural Fire District. Ms Bruce serves unceasingly as an instructor, assessor and mentor, and she has been a mentor and role model to many of the current volunteer leadership positions, including through the encouragement and enabling of advancement of female volunteers in the NSW Rural Fire Service.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Paul James Dorin, Towradgi NSW 2518

Mr Paul Dorin began his career with Fire and Rescue NSW (FRNSW) in 1993 and has consistently displayed and demonstrated FRNSW's values of respect, integrity, service and courage. Starting as a recruit firefighter, Mr Dorin has progressed through the ranks to his current position as captain of Corrimal Fire Station, where he leads by example in all aspects of his role.

Mr Dorin is passionate about helping others and creating safer communities, as demonstrated by the many community safety initiatives he has undertaken, including most notably the Home Care Disability Fire Safety Program, which he developed after recognising the potential link between client and carer and how this could help support fire safety efforts. Using his own experience in caring for his mother with dementia, Mr Dorin created the out of the box initiative which embeds fire safety in routine discussions carers have with their clients. Users scan QR codes (which can be placed inside their diaries and client communications folders) to access fire safety resources including an electronic form to book safety visits where local firefighters will attend a person's home to identify potential fire hazards and ensure working smoke alarms are present.

This program spearheaded by Mr Dorin has been embraced across Fire and Rescue NSW and throughout the aged, disability and home care sectors, leading to doubling of home fire safety visits in his local zone. Beyond his operational duties, Mr Dorin is a talented cartoonist, and has used his artistic abilities to assist with safety messaging to firefighters and also to raise funds for research into birth defects and childhood diseases such as cancer, epilepsy and a range of genetic disorders.

Throughout his three decades as an on-call firefighter, Mr Dorin has consistently upheld FRNSW values and shown a level of dedication to improving community safety that is second to none. He is regarded as a role model not only to his crew, but throughout Fire and Rescue NSW, and is an inspiration to all who know him.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Paul Robert Johnstone, Malabar NSW 2036

Mr Paul Johnstone joined Fire and Rescue NSW (FRNSW) in July 1985, and has shown outstanding leadership and unwavering commitment to community service.

Beginning as a recruit firefighter, Mr Johnstone has progressed through all ranks to his current position of Chief Superintendent of Capability Management where he is responsible for the FRNSW capabilities of fire, rescue, medical response and emergency management.

Throughout his nearly four decades with FRNSW, Mr Johnstone has been at the forefront of significant transformations, including the implementation of hazmat and asbestos eLearning training, the initiation of bulk tanker emergency response efforts, and the development of the Firefighting Foam Policy.

Mr Johnstone's leadership has been instrumental in enhancing FRNSW's medical capability, notably through the development of Bystander Engagement Firefighter Readiness (BFER) training. He also played a crucial role in augmenting FRNSW's water rescue capabilities in response to the devastating floods of 2021/22. Mr Johnstone is a senior member of FRNSW's incident management teams and is often called upon to take charge of large and significant incidents across the state.

Beyond his official duties, Mr Johnstone has demonstrated a deep commitment to community welfare, and strongly advocates that even as Fire and Rescue NSW senior officers' transition away from active duty on trucks, there remains a significant opportunity to contribute to the community. Mr Johnstone spearheads the St. Vincent de Paul initiative known as 'Vinnie's Vans' which offers food assistance to those facing hardships, fosters social interaction and allows firefighters to deliver fire safety guidance in the inner-city suburbs. He has also taken steps to ensure FRNSW's representation at key events, such as the annual CEO Sleepout and the Christmas BBQ in Martin Place, Sydney.

Along with his commitment to community service and dedication to operational excellence, Mr Johnstone is recognised for his composed and thoughtful leadership style that ensures everybody is included. With 38 years of distinguished service, and an impact that extends beyond Fire and Rescue NSW, Mr Johnstone is leaving a lasting legacy for others to aspire to, embodying excellence, inclusivity, commitment, and community engagement.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Peter Wiley Johnstone, Woodstock NSW 2793

In 1990, Mr Peter Johnstone responded as captain of the local brigade and became the incident controller to a major bush and grass fire in Cowra Shire. Under his management, it was controlled within two days and contained to just over 6,000 hectares.

The Shiel fire of 2013 was a running grass and scrub fire. Mr Johnstone responded to this fire as the incident controller. This incident was extinguished without loss of structures, stock or life on the same afternoon, and was contained to approximately 434 hectares.

Mr Johnstone continues to respond to many emergency incidents across the district supporting and leading the volunteer members in attendance. He is a mentor to many and focuses his energy and stewardship on supporting the next generation of NSW Rural Fire Service (NSWRFS) volunteer leadership. He also provides district management with sound rural advice, as required.

Mr Johnstone remains group captain of the Cowra Fire Control Centre and attends Bush Fire Management Committee meetings, and Liaison and Senior Management Team meetings to assist with managing the Canobolas Zone, voice volunteer concerns and share knowledge. Mr Johnstone has been involved with and given feedback on brigade station builds, vehicle placement, and zone asset and infrastructure upgrades to the betterment of the Cowra Local Government Area, the NSWRFS and the Canobolas Zone.

During the 2019/20 fire season, Mr Johnstone called on members from the Walli community to protect neighbouring districts of Chifley Lithgow and Cudgegong from the Gospers Mountain fire. Brigade members fed stock on drought-ravaged properties and Mr Johnstone arranged and participated in out-of-area 24-hour strike teams to protect these and other nearby communities.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Clifford John Last, Bellingen NSW 2454

Mr Clifford Last joined the NSW Rural Fire Service (NSWRFS) in 1980 as a member of the Repton Rural Fire Brigade in the Bellingen Shire where he maintained active service with the brigade until transferring to North Bellingen Brigade. In the North Bellingen Brigade, he held the positions of firefighter, permit officer and captain. In 2005, Mr Last was appointed to the position of group captain, a position held until April 2023.

Mr Last is a member of the Coffs Coast District Training Team and has been highly active in training and assessing members across the team in many disciplines. He is a mentor to members learning their trade and his leadership is highly valued and respected. Mr Last is also a member of the Coffs Coast Senior Leadership Team and actively contributes to future business planning for the team.

Mr Last has been deployed many times with out-of-area strike teams in leadership roles and has continuously demonstrated excellent management skills in very difficult situations. His ability to remain calm under pressure was particularly valuable during the 2019/20 bush fire season, as he was deployed to numerous fires and was in charge of strike teams in what was at times almost overwhelming conditions.

Mr Last has provided over 40 years of service to the NSWRFS and is a highly valued member and leader with the Coffs Coast teams.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Walter Joseph Murray, Ramornie NSW 2460

Mr Walter Murray joined the Mt Ramornie Brigade in 1986. He has served as a senior deputy captain since 2014 and previously held the position of deputy captain, brigade equipment officer and has been active over many years as a permit officer. Mr Murray continues to be an active member of the Brigade, attending all manner of operational incidents, including out-of-area deployments.

During the 2019/2020 fire season, Mr Murray was one of the more prominent volunteers who dedicated a significant amount of time and energy assisting the firefighting effort. He was instrumental in identifying and implementing containment strategies at several major fires, including the Mount Kaloe, Washpool, Liberation Trail and Whiteman Creek fires. His commitment, intimate local knowledge, willingness to help and calm demeanour were great assets to the service when he was leading out-of-area strike teams during some of the worst fire conditions the Clarence Valley area has ever experienced.

Mr Murray has remained very active over many years, attending numerous out-of-area deployments, as well as motor vehicle accidents throughout the Clarence Valley area. He is a major part of the brigade, showing unwavering commitment to the brigade and his community. Mr Murray's local knowledge and experience is exceptional. He goes above and beyond to help others. He has provided excellent leadership over many years, displaying outstanding knowledge of the bush and firefighting. He has shown dedication and commitment to his training and is a well-respected mentor. Mr Murray is known as one of Clarence Valley's achievers, he is trustworthy and honest, with a remarkable work ethic and stamina.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Charles Otmar Schusser, Falls Creek NSW 2540

Mr Charles Schusser first joined the fire services through the Country Fire Authority in Victoria (CFA) in 1981 and served for nine years with the Numurkah Brigade, responding to the Ash Wednesday fires of 1983 and Kosciusko fires in 1985.

Mr Schusser transferred to the Falls Creek Volunteer Rural Fire Brigade in Shoalhaven, NSW in 1990 and served in the operational roles of deputy captain, senior deputy captain and captain. In 2009, he qualified as an airbase operator and in 2010 took on the role of brigade training officer. He is currently captain and brigade training officer for the Falls Creek Volunteer Rural Fire Brigade.

Mr Schusser has been active in major bush fire campaigns including Barrengarry 1993–94, Black Christmas 2001–02, Sale 2003, Canberra 2003, Victoria 2006, Coonabarabran 2013, Deans Gap 2013 and Black Summer 2019–20, as well as airbase taskings out of Richmond, Grafton, Tumut, Ulladulla, Albatross, Yawal and Burrier.

As a training officer, Mr Schusser is at the Falls Creek Station almost every Sunday. He is a role model, confidante and advisor for members. The fire ground benefits from his extensive experience and calm approach to unexpected situations. Mr Schusser has the respect of local residents for providing advice and guidance and the assistance of the brigade, to reduce bush fire hazards and promote bushfire awareness.

Over the past four years, Mr Schusser has organised events for Shoalhaven residents with special needs, rallying other brigade members to provide joy for these young people and their families. Over 40 years, Mr Schusser has given outstanding dedication and service to the CFA, NSW Rural Fire Service and the Shoalhaven community.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Richard Thomas Scilley, Narrabri NSW 2390

Mr Richard Scilley joined the Tibbereena Bush Fire Brigade (Namoi/Gwydir District) in 1975 at age 13 and remains an operational member. As the oldest sibling in the family, he began going to fires with his father and other local landholders.

Mr Scilley had the support of his fellow brigade members when they elected him deputy captain in 1991 and then captain in 2004. An exceptional and respected leader, he was appointed deputy group captain in 2007 and then group captain in 2011.

Mr Scilley, like many other senior NSW Rural Fire Service (NSWRFS) members, has participated in numerous events over the years. His work ethic is exceptional. He leads by example and communicates effectively. His firefighting skill level and knowledge is indisputable. People listen to and follow his directions when he sets a strategy or command because they trust him. Mr Scilley is likeable and has personally helped many volunteers when they have needed assistance.

Mr Scilley was the first to volunteer for, and the last to leave, the prolonged Pilliga Forest fires. He has attended numerous serious motor vehicle accidents over the years. He protects his team members as much as possible from the horrific nature of some of the incidents and then monitors their wellbeing after the event. This inner strength and fortitude make him the person sought out when a call for assistance from police is received that requires special abilities.

He has also promoted the NSWRFS as a regular door knocker in his uniform for the Red Shield Appeal and he rarely misses an ANZAC Day march.

Australian Fire Service Medal (AFSM)

New South Wales

Ms Fiona Stalgis, Winmalee NSW 2777

Ms Fiona Stalgis joined Winmalee Rural Fire Brigade in 1991. As an active member over 33 years, Ms Stalgis has held numerous field and administration positions including deputy captain, senior deputy captain and is currently captain of the Winmalee Rural Fire Brigade. Additionally, Ms Stalgis has previously been a member of the Blue Mountains Group Support Brigade (formerly the Blue Mountains Communications Brigade).

During the Black Summer bushfires of 2019/20, Ms Stalgis was appointed as a group officer holding the rank of deputy group captain, a position she maintained until 2021. During this time, she was involved both operationally and non-operationally with multiple brigades, particularly the west group of brigades within the district, in providing leadership, guidance and support. Ms Stalgis continues to respond to all manner of incidents across the district, either fire related or in support of partner agencies.

Ms Stalgis holds a wide range of qualifications, passing on this knowledge and skills to others, where she has been involved with training, including many years as a brigade training officer. She trains new and existing members, as well as providing ongoing mentoring. Ms Stalgis has supported and promoted ongoing training, including Compressed Air Breathing Apparatus training and structural training within the brigade, with Winmalee Brigade being the first Village 2 brigade in the Blue Mountains.

Ms Stalgis continues to be involved with community engagement, including the promotion, education and training of community members to better prepare themselves for living with bushfires. Ms Stalgis constantly demonstrates the values of the NSW Rural Fire Service through her dedication, professionalism, leadership and selfless commitment to her brigade and community.

Australian Fire Service Medal (AFSM)

New South Wales

Assistant Commissioner Cheryl Anne Steer, Cronulla NSW 2230

Assistant Commissioner Cheryl Steer was appointed to Fire and Rescue NSW (FRNSW) in January 1996 and has progressed through all ranks to now be responsible for operational service delivery across all regional NSW. She has consistently demonstrated operational excellence throughout her service and has effectively managed major emergency incidents in NSW, other parts of Australia and overseas.

Throughout her service, Assistant Commissioner Steer has consistently demonstrated values-based leadership and is a role model for more junior staff, especially female firefighters. Assistant Commissioner Steer has been a driving force for FRNSW's inclusion and equality standards with an outlook to improve the culture and diversity of FRNSW.

She continues her work to improve the visibility of female firefighters and ensure it is showcased as an accessible and rewarding career option for women. Her commitment to the support and development of female firefighters and administration and trades staff has been demonstrated through her long-term involvement in the FRNSW Women's Inclusive Network (WIN). Assistant Commissioner Steer was a founding member of the WIN when developed in 2017 and has continued that commitment to female development and support as co-chair of the WIN since 2019.

Assistant Commissioner Steer demonstrates her commitment to the sector and the people of FRNSW beyond her role through her involvement as a director on the board of the Relief & Welfare Fund providing care and assistance to colleagues in need and as a board member for the Museum of Fire. Further, her work documenting the first 40 years of female firefighters in FRNSW will provide an important historical record.

Assistant Commissioner Steer has made a consistent, inclusive and selfless contribution to FRNSW. She is innovative and sets a very high standard for others to follow. She is highly respected by her peers in whatever role she holds. She is committed to ongoing support to the community and service to FRNSW. Her dedication and generosity of her giving of her own time to support others, along with her operational excellence, are to be commended.

Australian Fire Service Medal (AFSM)

New South Wales

Mrs Suzanne Beryl Talbert, Gables NSW 2765

Mrs Suzanne Talbert began her journey as a firefighter in the Kenthurst Brigade in 1979 and continues to this day. From the very start, Mrs Talbert demonstrated a passion for service and an unwavering commitment. She later became a dual member with the Hill's District Communication Brigade, where she has served as a deputy captain since 2008.

Mrs Talbert's outstanding dedication extends beyond firefighting. In 1994, she was a founding member of the NSW Rural Fire Service (NSWRFS) Critical Incident Support Services Team (CISS). The CISS provide crucial emotional support to fellow volunteers and staff across the State. She works unconventional hours, traveling throughout NSW often onto firegrounds to prioritise the well-being of the NSWRFS family. Over the last 30 years as a member of CISS, Mrs Talbert has arguably made her greatest impact on the NSWRFS by supporting and protecting its members.

Mrs Talbert has been deployed to large scale out-of-area incidents, undertaking essential work as a communications operator, aviation radio operator and scribe for group officers in locations including Tarcutta, the Blue Mountains and Narrabri. Mrs Talbert believes passionately in the importance of an engaged community. She tirelessly coordinates the Kenthurst Brigade's annual 'Get Ready Weekend' activities and 'Firewise for Kids' programs, educating residents and children about fire safety and preparedness.

Mrs Talbert is a true volunteer, who will do any work needed and required. Her exceptional leadership, selfless dedication and tireless service have enriched the lives of countless individuals and strengthened the NSWRFS family.

Mrs Talbert has dedicated 45 years of exemplary and distinguished service to the NSWRFS, exemplifying the highest ideals of volunteerism and leadership. From firefighting to communications, community engagement and critical incident support, Mrs Talbert has consistently gone above and beyond, making a profound impact on NSWRFS and community members across the entire state of NSW.

Australian Fire Service Medal (AFSM)

Victoria

Mr Nigel Brennan, Yarra Junction VIC 3797

Mr Nigel Brennan is serving as an operational firefighter and has provided continuous and distinguished service within Forest Fire Management Victoria for over 38 years. He is a dedicated emergency management leader with extensive knowledge and experience, which has earned him the respect of his peers and broader emergency management community alike.

During his career, Mr Brennan has performed roles both in the field and in incident management teams, including numerous deployments in major events within Victoria including 2002/03, 2006/07, 2009, and 2019/20 bushfires. As an incident controller during the 2009 Black Saturday bushfires, he managed the fires around Healesville and East Gippsland during the 2019/20 bushfires. Additionally, he has been deployed to interstate incidents including Queensland fires (2019), New South Wales fires (2013) and South Australia fires (Kangaroo Island, 2007).

Mr Brennan is driven to deliver continuous improvements including leading the planning and delivery of the Strategic Fuel Break network, constructed to protect Melbourne's water supply catchment after the 2006/07 Great Divide complex fires. More recently, he has been working on a project building remote water platforms to increase the efficiency of water bombing operations in steep remote country.

Australian Fire Service Medal (AFSM)

Victoria

Mr Christopher Stephen Hardman, Croydon Hills VIC 3136

Mr Chris Hardman's fire and emergency services career spans 32 years working in world leading integrated fire and land management agencies in Victoria. Mr Hardman joined the Department of Energy, Environment and Climate Action in August 2018 as the chief fire officer of Forest Fire Management Victoria (FFMVic) and the lead executive director of the Forest and Fire Operations Division.

Mr Hardman's distinguished service history includes his performance in the role of a level 3 incident controller during the 2003 and 2006 Victorian fire seasons, 2009 Black Saturday bushfires, and 2010 Victorian floods and remains operational as a state response controller. Mr Hardman has made a significant contribution to the Australasian Fire and Emergency Services in the field of forest fire management, and emergency operations. In his role as a state response controller in Victoria, he has led the response and recovery phases of major emergencies in Victoria promoting public safety. These have included his leadership at the state and national levels during the 2019-20 Victorian (and national) bushfire emergency, 2020 storm and flood events in Victoria and the ongoing public health response to the COVID-19 pandemic.

Since 2020, Mr Hardman has led the strategic direction of adaptive actions to a changing climate through the renewal and expansion of Victoria's Strategic Fuel Break Network to reduce the bushfire risk in Victoria and to improve the effectiveness and safety of firefighters during bushfire suppression efforts.

Mr Hardman is unapologetic in his endeavour to promote a more inclusive and diverse workforce through facilitating and sponsoring significant diversity programs. The result of the actions Mr Hardman has been instrumental in is evidenced by an increase, year-on-year, in female field staff employment since he has been chief fire officer.

Australian Fire Service Medal (AFSM)

Victoria

Mr Stephen Paul Hicks, Pakenham Upper VIC 3810

Mr Stephen Hicks has been an exceptionally dedicated member of the Country Fire Authority (CFA) for over 49 years. During this time Mr Hicks has served as captain of the Narre Warren North and Pakenham Upper Brigades, and deputy group officer in the Pakenham and Cardinia Groups. He has been a captain and Lieutenant for 35 years and a deputy group officer for 24 years. He is currently the 1st deputy group officer of the Cardinia Group and 3rd Lieutenant of the Pakenham Upper Fire Brigade.

Mr Hicks has been the driving force behind operations, after-action reviews, municipal fire prevention, planned burning, pre-summer preparation and fire response activities across the Pakenham and Cardinia Groups for over 20 years.

Mr Hicks has served on the District 8, District Planning Committee - Operations sub-committee for 21 years. He has also made a significant contribution as an instructor and assessor at both the district and group level, predominantly across the wildfire and leadership domains. Mr Hicks holds the chief officer's accreditation for a level 3 operations officer and is also an endorsed level 2 incident controller which is an indication of his outstanding operational leadership and experience.

Mr Hicks has distinguished himself as an outstanding leader, trainer, and mentor. He is highly respected for his outstanding efforts and achievements in fire preparedness, fire prevention and fire response. Mr Hicks works continuously to improve the level of competency and performance of volunteers at all levels, with a key focus on wildfire behaviour, crew leaders, and Strike Team leaders.

Australian Fire Service Medal (AFSM)

Victoria

Mr Gregory Nicholas Keighery, Essendon North VIC 3041

Mr Gregory Keighery has consistently carried out a distinguished and exceptional performance in the Melbourne Fire Brigade (MFB) and Fire Rescue Victoria (FRV) Fire Safety Department over a prolonged period. He has, over his time as an operational firefighter, attended all possible fire and incidents that you could think of and is still actively trained and up to date with all qualifications.

Mr Keighery's ongoing development of a paperless reporting system utilising SafetyCulture (iAuditor) has standardised all fire safety building inspection reporting processes and extended the same system to other departments within Fire Rescue Victoria (FRV) and to interstate fire services and local councils. Mr Keighery is adapting templates to be used on smartphones directly from operational fire vehicles. This will enable instant reporting, giving real-time exposure to issues in the field where FRV managers can see and decide on matters immediately.

Mr Keighery has enabled FRV to lead an efficient and simple method of reporting building fire safety issues inclusive of the management of patient care records by the Emergency Medical Services department including monitoring of firefighter mental health and wellbeing. SafetyCulture (iAuditor) is being utilised by operational firefighters to conduct annual building key checks, building safety inspections, and essential safety measure reporting that will contribute to improved community safety outcomes. Mr Keighery uses SafetyCulture (iAuditor) himself while inspecting unsafe and unstable buildings with environmental hazards such as unknown asbestos exposures and mould.

Australian Fire Service Medal (AFSM)

Victoria

Mr Gavin Rodney Thompson, Wantirna VIC 3152

Mr Gavin Thompson has demonstrated distinguished service to the Country Fire Authority (CFA) for more than 30 years. He has performed roles from firefighter through to deputy chief officer and, at each rank he has provided exceptional commitment to not only perfecting the necessary technical, administrative and leadership skills; but has focussed significant effort on developing those around him to enhance the capacity of the CFA.

Mr Thompson has demonstrated commitment which is above and beyond what is normally expected of fire service personnel. Through great personal sacrifice and effort, he has pioneered innovative human resource management and industrial relations processes and developed formal training frameworks to enhance the leadership capacity of senior CFA volunteer officers. In addition, he has developed strategies to improve CFA service delivery to Alpine Resort Management Boards in Victoria, lead pioneering projects that enhanced volunteer sustainability and advocated for increased wellbeing support available to all CFA members throughout Victoria.

Mr Thompson is regularly sought out by his peers and subordinates for his advice and wise counsel on a broad range of matters. Owing to his skill, experience and senior rank, Mr Thompson has been requested through the Australasian Fire Authorities Council to support other jurisdictions across Australia and New Zealand in conducting external independent operational reviews of major fires and emergencies. The reviews have variously provided recommendations to improve community safety and operational effectiveness. Examples include an independent external review for New Zealand fire and emergency services, a review for Northern Territory police and emergency services as well as South Australian Country Fire Service and South Australian Metropolitan Fire Service.

Regardless of a person's role as a firefighter, an officer, or a non-operational member, and without distinction between volunteer and career status, Mr Thompson freely offers his support to all personnel to improve fire service delivery to the Victorian community.

Australian Fire Service Medal (AFSM)

Victoria

Mr Cory James Woodyatt, Winter Valley VIC 3358

Mr Cory Woodyatt has been instrumental in effecting positive change for Fire Rescue Victoria (FRV) and the Country Fire Authority (CFA). His leadership in design and implementation of new operational vehicles and equipment has seen profound change in firefighter safety, ergonomics and operational efficiencies. The innovation and advancements that have been implemented with his guidance will have an enduring influence in the protection of the Victorian community.

Mr Woodyatt regularly donates his time to see projects evolve and takes the time to listen to his colleagues and peers to analyse situations to develop practical solutions to fire service challenges. This quality is a measure of his ability as a leader and demonstrates his personal character and dedication to service.

Mr Woodyatt is a highly effective communicator, with this invaluable quality shown through his work within the Firefighter Promotional Development Program. This program is instrumental in the development of the next generation of operational fire service leaders and is an area that he has displayed personal passion and commitment for most of his career.

From an operational perspective, Mr Woodyatt has had an inspiring career and is currently a senior station officer at Ballarat City Fire Station 67. He has been involved in many significant operational fires and incidents. He has encountered extreme fire conditions and rose to the challenge and expectations with which he was confronted. He has attended multiple deployments to Kinglake and Healesville during the Black Saturday Fire campaign and has been awarded for his dedication and service to the community.

Australian Fire Service Medal (AFSM)

Queensland

Mr Peter Allen Bradow, Newtown QLD 4350

Mr Peter Bradow commenced his career as an auxiliary firefighter in Gympie, Queensland in 1986. Over the past 26 years, he has been dedicated to serving the community as a firefighter, station officer, inspector and is currently the director of regional development with Queensland Fire and Emergency Services for the south western region of Queensland.

Mr Bradow has undertaken many deployments to provide frontline and operational service during disaster events both in Queensland and interstate. His most recent deployments have included service in a range of roles including Regional Operations Centre coordinator, incident controller and operations officer throughout many significant fires in the south western region of Queensland from 2019 to 2023 and in Central Queensland in response to Tropical Cyclone Debbie in 2017.

Mr Bradow has devoted his career to emergency services, particularly in road crash rescue. His active involvement with the Australasian Road Rescue Organisation (ARRO) is exemplary. Through ARRO, he shares up-to-date knowledge, techniques, and equipment, supporting operational crews and communities. His roles within ARRO, undertaken voluntarily, include research, development officer, trainer, and senior road crash rescue instructor. His expertise extends to the design of technical rescue vehicles, contributing to projects across Australasia.

Mr Bradow's contribution to Road Crash Rescue training and to fire and emergency services is extensive, spanning over two decades. His commitment, strategic focus on frontline service delivery, and ability to support the practical implementation of best practices significantly enhance QFES's operational capability.

Mr Bradow's leadership, commitment to improving standards, and effective communication make him a valuable asset to QFES, fostering resilience and developing future leaders within the organisation. His passion for training and education, coupled with an initiative-taking approach, benefits not only QFES but also contributes to the safety of the broader Queensland, Australian, and international communities.

Australian Fire Service Medal (AFSM)

Queensland

Mr Mark James Crowe, QLD

Mr Mark Crowe commenced his career as a professional firefighter and rescue technician in 1996. During his 27-year career, he has served as a firefighter, station officer and is currently a highly respected and extremely skilled inspector with the Technical Rescue Unit, Specialist Response Branch in Brisbane.

Mr Crowe has provided exemplary and distinguished service to Queensland Fire and Emergency Services and the local, national, and international community through his leadership and commitment to building and enhancing Australia's globally recognised Disaster Assistance Response Team (DART) - AUS-1, a specialist rescue and humanitarian response capability that deploys to large-scale disaster events domestically and internationally and is supported by the Queensland and Australian governments. It is internationally accredited through the United Nations, Office for the Coordination of Humanitarian Affairs, Field Coordination Support Section, International Search and Rescue Advisory Group.

Mr Crowe's extraordinary efforts have benefited all aspects of the DART, but particularly have focused on developing the crucial area of logistics within the wider DART capability. Tirelessly building the skills, knowledge, systems, and capacity within the team to project and sustain such a significant capability globally.

Mr Crowe has had a significant impact on training and development of QFES rescue specialists through his role as a senior technical rescue instructor - actively training, mentoring, and coaching countless personnel across Queensland. He has also been prolific in making himself available to deploy to incidents and events across Queensland, Australia and beyond - constantly putting the interests of others above his own.

Australian Fire Service Medal (AFSM)

Queensland

Mr Stephen Vincent Diete

Mr Stephen Diete commenced as a professional firefighter in 1990. Since that time, he has served in a range of frontline firefighting roles in the south eastern region of Queensland. He is currently serving as a station officer at Nerang Fire Station.

Mr Diete has provided distinguished service to the Queensland community as a firefighter for over 33 years and is a highly accomplished rescue technician, becoming one of the founding senior swiftwater floodwater rescue instructors in 2003. He has deployed to a countless number of high-risk incidents and has utilised his valuable technical rescue skills in many significant disaster events, the most recent during the bushfires in Peregian Springs in 2019.

Mr Diete is highly regarded as a mentor in technical rescue and as a station officer in the firefighting field. Mr Diete has exceptional knowledge and skills across all disciplines of technical rescue as a result of his desire to understand and then teach to the highest possible standard.

Mr Diete has provided exemplary service through his leadership and commitment to building Australia's globally recognised swiftwater floodwater rescue capability, delivering world-class training material which has pushed Queensland Fire and Emergency Services to the forefront of swiftwater rescue in Australia. Over the past twenty years, Mr Diete has been responsible for the training of over four hundred swiftwater rescue technicians within Queensland.

Mr Diete is a dedicated and professional fire officer who has provided distinguished service beyond his position for many years. Mr Diete has provided an immense contribution to ensure the safety of the Queensland community.

Australian Fire Service Medal (AFSM)

Queensland

Mr Scott Andrew Morgan, QLD

Mr Scott Andrew Morgan commenced as a professional firefighter in 1981. Throughout his 42-year career he has demonstrated distinguished service and unwavering commitment to improving firefighting operational capability and the safety and wellbeing of firefighters and the Gold Coast community.

As a long-standing station officer at Surfers Paradise, he has served in a range of frontline roles and is well recognised for his leadership, innovation, critical expertise, and relentless commitment to developing firefighting procedures and training for multi-level structures and high-rise buildings.

He has devoted countless hours outside of normal duties to actively participate in reviews and enquiries that have led to the development and implementation of improved personal protective clothing and breathing apparatus equipment and continues to advocate for changes in community and firefighter safety.

Having served as the Area Commander of both Gold Coast South and Gold Coast North Command's, South Eastern Region, Mr Morgan is acknowledged as a fire officer who strives for excellence and exemplifies the Queensland Fire and Emergency Services values in the delivery of preparedness, response and recovery services.

Australian Fire Service Medal (AFSM)

Queensland

Mr Dean Thomas Tucker, Robina QLD 4226

Mr Dean Tucker commenced his career with Queensland Fire and Emergency Services (QFES) in 1996 as a firefighter. He has performed varying roles throughout his 28-year career, including Station Officer, Regional Training Manager, Incident Controller and is currently an Inspector and the Duty Manager of Operations for the south eastern region of Queensland.

Mr Tucker's devotion to service through operational readiness and response capability is commendable. He has demonstrated a high degree of resourcefulness and commitment to duty in numerous situations, particularly during emergencies and natural disasters, most recently deploying to the significant flood and fire events in Queensland throughout 2022-2023.

Beyond his contributions to operational readiness, Mr Tucker is equally passionate about developing future leaders within QFES. He has dedicated countless hours to mentoring and supporting aspiring leaders, playing a pivotal role in the station officer promotion process, and actively engaging with stakeholders from various emergency services to enhance collective readiness and response.

Among Mr Tucker's many commendable qualities, his critical expertise in enhancing frontline service delivery techniques have been instrumental in fostering a seamless multi-stream response for the Fire and Rescue Service, Rural Fire Service, and State Emergency Service in Queensland. Furthermore, his continuous efforts in introducing and reviewing operational processes and preparedness tools have significantly improved reporting, coordination, and decision-making across QFES. His distinguished service and exemplary leadership have been instrumental in enhancing QFES' operational capability and safeguarding Queensland communities.

Australian Fire Service Medal (AFSM)

Western Australia

Dr Gregory John Henry, Scarborough WA 6019

One of the Department of Fire and Emergency Services' (DFES) most technically proficient operators, Dr Gregory Henry has developed a set of highly specialised skills in his more than 28 years on the frontline as a career firefighter.

Joining Western Australia's Career Fire and Rescue Service (CFRS) in 1995, Dr Henry was promoted to senior firefighter in 2000 before joining DFES' Urban Search and Rescue Taskforce (USAR) in 2004 - training in New Zealand to gain the expertise required for complex search and rescues.

His unique skillset has been invaluable in the field, including when he was deployed to Karratha in 2007 in response to a cargo ship that had caught fire off the Dampier coast. Dr Henry, as part of the firefighting crew, was lowered by cage into the ship's hold where he broke apart hazardous cargo so the fire could be extinguished. Deployed to one of the most destructive cyclones to reach the Pilbara coast in WA's history, Dr Henry was part of the USAR team involved in restoring affected areas back to some form of normality. This mammoth task included clearing and opening roads, enabling access to critical infrastructure and setting conditions for utilities to be reinstated. Dr Henry has also been deployed to multiple long-running bushfire incidents across WA including the Perth Hills bushfire in 2011, Parkerville bushfire in 2014, Waroona-Yarloop bushfire in 2016 and Wooroloo bushfire in 2021.

Constantly developing new practices and innovations to boost the capabilities of WA's CFRS, Dr Henry has been the driving force behind several initiatives that have benefited frontline personnel including introducing Fognails, which are long metal nozzles that can spray a fine mist through confined spaces to rapidly absorb heat from flames and smoke. As a station officer and training academy instructor, Dr Henry is using his wide-ranging expertise to upskill the next generation of career and volunteer firefighters.

Australian Fire Service Medal (AFSM)

Western Australia

Mr David Leonard Holland, Witchcliffe WA 6286

A dedicated volunteer, Mr David Holland is dual registered with two volunteer brigades in WA's south west and plays a vital role managing his region's bushfire risk as the chief bush fire control officer (CBFCO) with the Shire of Augusta Margaret River. As CBFCO for the last ten years, Mr Holland manages bushfire brigades and fire control officers in one of the State's most active fire districts.

A highly regarded leader, Mr Holland has built strong partnerships with neighbouring local governments and agencies, enhancing emergency preparedness and response in his fire-prone community. Mr Holland is one of a handful of qualified level 2 incident controllers in the south west, where his expertise in emergency management has been crucial during major bushfires such as the Meelup and Bridgetown bushfires in 2022.

With over two decades in emergency services, Mr Holland has attended more than 250 incidents including the 2016 Waroona-Yarloop fire and 2019 Blackwood Complex fire. His dedication to emergency services extends to coordinating volunteer resources for various statewide incidents and advocating for better support, training, and equipment for volunteer firefighters. He emphasises collaboration among local governments in the south west region to maintain effective relationships and enhance regional preparedness.

His leadership qualities were particularly evident in 2011 during a major fire at Leeuwin-Naturaliste National Park. Newly appointed as deputy CBFCO, Mr Holland's management skills and local knowledge were invaluable, working tirelessly over three days to support incident management teams and acting as an agency liaison. After this event, he spent a year with the Shire's recovery team, helping residents who had lost their homes pick up the pieces and rebuild their lives.

Australian Fire Service Medal (AFSM)

Western Australia

Mr Darren Peter Martin, WA

A champion for change in the mental health space, Mr Darren Martin goes above and beyond supporting frontline personnel through the many challenges of responding to life-threatening emergencies on a daily basis. A firefighter for more than three decades, Mr Martin joined WA's Career Fire and Rescue Service in 1993. A natural leader, he was promoted to station officer in 2003 – showing a knack for handling high-pressure situations.

Currently a station officer at Perth Fire Station, one of WA's busiest fire stations, Mr Martin remains unflappable in the face of intense fires, road crashes, hazardous materials incidents and complex rescues. His leadership style is characterised by open communication, approachability and a deep concern for his team's well-being, which has led to a cohesive and effective unit.

As one of the leaders at Perth Fire Station, Mr Martin recognises the toll that the demanding nature of firefighting can take on individuals' mental health and has prioritised being proactive in providing support. He goes the extra mile, extending these efforts even during his personal time to ensure that his colleagues are coping well emotionally. This exceptional level of care and authentic concern fosters an environment where firefighters not only feel valued and supported but also heard. Passionate about mentoring and training, Mr Martin is always there to help his colleagues grow, no matter where they are in their careers.

Australian Fire Service Medal (AFSM)

South Australia

Mr James Ernest Keatch, SA

Mr James Keatch has undertaken nearly thirty years of volunteer service to the South Australian Country Fire Service, including current leadership roles in two brigades and was a deputy group officer for seven years. Mr Keatch also has six years of air operations service as an air observer, aircraft officer and an aviation support officer.

Mr Keatch has attended more than 300 incidents in the last two decades, including being on the frontline as a firefighter for a variety of incidents including, but not limited to: building fires, grass and stubble fires, hazardous materials incidents and road crash rescue incidents.

Mr Keatch has been a member of the Stress Prevention and Management (SPAM) team for 26 years and has contributed to the training and upskilling of many other peer support personnel and has assisted brigades throughout the state of South Australia with stress and trauma support after critical incidents. Mr Keatch has spent hours of his time helping SPAM team members to learn to improve their communication skills, to understand how to clearly empathise with others, to understand the nature of trauma and loss and grief and skills to help South Australia Country Fire Service members with their stress reactions when they have attended difficult events in the line of their operational work.

Mr Keatch has more recently assisted the South Australian Country Fire Service with their loss and grief response after a death during an operational incident of a fellow SPAM team member and volunteer. He later spoke at the Australasian Fire and Emergency Service Authorities Council's annual memorial service in Canberra for emergency services workers who have died in the line of duty.

Australian Fire Service Medal (AFSM)

South Australia

Mr Phillip John McDonough, Onkaparinga Hills SA 5163

Mr Phillip McDonough has a history of exceptional service with the South Australian Country Fire Service (SACFS). This is distinguished by a demanding combination of regional operational roles and strategic management roles in SACFS State Headquarters which support the entire agency and have made an outstanding contribution to the safety of South Australian communities for the past 45 years.

Since joining SES (State Emergency Services) as a cadet in 1979 he worked up through the ranks to become deputy controller of the Western Adelaide Unit in 1990 captain of the Morphett Vale Brigade in 1998 and is currently a brigade firefighter. Mr McDonough has developed fire control and prevention expertise in response to most of the significant fire events that the SACFS has encountered since its formal inception in 1977. In addition, his steadfast efforts behind the scenes demonstrate personal leadership in striving to meet his own high standards, while helping others to meet theirs.

Mr McDonough displays persistent courage to challenge himself and question how he can bring about improvements in every aspect of what he does. His willingness to serve beyond the norm supports the growth of capability in others and increases the capacity of SACFS to serve the community. This is achieved through the application of his unique combination of deep operational volunteer knowledge, corporate expertise, outstanding work ethic and loyalty to the fire service in South Australia.

Australian Fire Service Medal (AFSM)

Australian Capital Territory

Mr Michael John Blaseotto, Monash ACT 2904

Mr Michael Blaseotto commenced volunteering with the ACT Rural Fire Service (ACTRFS) in 2001. During his 22 years he has held the role of equipment officer, training officer, deputy captain, senior deputy captain, captain and vice president. In addition, he has led the brigade through undoubtedly the most challenging fire season (2019 – 2020).

Since joining the ACTRFS, Mr Blaseotto has been a committed and dedicated volunteer, exceeding all expectations through his operational, community education, volunteer training and strategic contribution. Mr Blaseotto has extensive experience on the fireground both locally and across borders including the Canberra Christmas fires in 2001, the Canberra fires in 2003 and the Canberra 2019-2020 fires where he was captain of the Guises Creek Brigade and coordinated their response while also serving on the frontline. He has deployed to Victoria, NSW and QLD as required and undertaken roles as incident controller and ACT liaison officer.

For a number of years, Mr Blaseotto used his operational knowledge to help inform and run multiple training courses for new and emerging volunteers as well as organise the Fire and Emergency Service Field Activity (FESTA). FESTA was an ACTRFS/State Emergency Service three-day event where volunteers were put through a range of scenarios to support capability development. Due to Mr Blaseotto's efforts, these were well received and helped grow operational capability across the Services. Mr Blaseotto's work in facilitating collaborative field activities also generated inter-service morale and strengthened rapport across informal and formal networks.

Further to firefighting and training initiatives, Mr Blaseotto always demonstrates his passion for community engagement and education to help enhance the safety and overall emergency preparedness of Canberrans, especially those living in rural areas. Mr Blaseotto genuinely demonstrates what it means to be a committed leader who cares about giving back to his community.

Australian Fire Service Medal (AFSM)

Australian Capital Territory

Mr Colin John O'Rourke, Yarralumla ACT 2600

Mr Colin O'Rourke has been involved in various frontline operations throughout an extensive career with ACT Fire and Rescue (ACTF&R) spanning over 35 years. Mr O'Rourke was particularly instrumental in responding to major bushfires in 1994, 2001, 2003, 2011, and 2019/20 where he placed himself in harm's way to protect the communities of the ACT and region with distinction.

Mr O'Rourke has also held a range of brigade and service leadership positions during his time as a firefighter, station officer, and commander while maintaining his operational capacity. In particular, Mr O'Rourke's tenure as the commander of ACTF&R Training Delivery and Skills Maintenance, helped facilitate the highest training standards, avidly ensuring each individual participant was developed to their full potential, while ensuring the organisations capability continued to be enhanced.

Today, after 44 years of combined dedicated service to the community in frontline operational firefighting roles, Mr O'Rourke continues to maintain the highest professional standards, ensuring the service's emergency preparedness and capability is held in the highest regard. Mr O'Rourke has dedicated nearly three quarters of his life to continuous improvement and professional development in all aspects of firefighting operations, and community resilience.

Australian Fire Service Medal (AFSM)

Northern Territory

Mr Garry Russell Branson, NT

Mr Garry Branson has dedicated his life to firefighting, starting as a volunteer in South Australia in 1986 before becoming a career firefighter in the Northern Territory in 2002. Throughout his illustrious career, he has served in various capacities, from a cadet to a station officer and is currently a station officer with the Northern Territory Fire and Rescue Service. Mr Branson's commitment to service is exemplified by his participation in combating major bushfires in New South Wales in 1994 and 2001/2002, as well as volunteering during the Wangary bushfires in 2005.

Not only has Mr Branson demonstrated bravery on the frontline, he has also contributed significantly to training and development within the firefighting community. He served as a hazmat training instructor and played key roles in the management committees of firefighting organisations.

Additionally, Mr Branson has been instrumental in introducing innovative training methods, such as Compartment Fire Behaviour Training, to improve the skills of firefighters. Mr Branson's leadership and dedication extend beyond operational duties. He has actively fostered relationships with other firefighting agencies to enhance regional safety measures. In recent years, Mr Branson has continued to share his expertise by conducting training courses and assisting in firefighting efforts during emergencies across the country.

Ever since he was a boy, he has been immersed in the tactics and techniques used within firefighting operations and he always looks for ways to improve any team he is part of by passing his knowledge on to others. Wherever Mr Branson goes, he performs with distinction and consistently gains the utmost respect from peers, volunteers and auxiliaries. His unwavering commitment to excellence and safety underscores his reputation as a consummate professional in the firefighting community.

Australian Fire Service Medal (AFSM)

Northern Territory

Mr Geoffrey Bryan Kenna, Swan Hill VIC 3585

Mr Geoffrey Kenna's tenure as a volunteer firefighter with the Alice Springs Rural Fire Service (NTFRS) is exemplified by his unwavering dedication and leadership. Serving as a volunteer captain, Mr Kenna led by example, through actively engaging in community events to promote fire safety and volunteering. Beyond his role's duties, he responded to emergencies outside the NTFRS station's jurisdiction, displaying a commitment to firefighting across the region.

Mr Kenna's initiatives extended to training and equipment enhancement within the brigade. He facilitated hydrant tests, provided tanker driving lessons, and ensured the brigade's readiness through rigorous training sessions. Additionally, his role as a senior fire controller with Bushfires NT strengthened his experience and contributed to his effectiveness as Captain.

Mr Kenna's visionary leadership was instrumental in establishing the Emily Hills Volunteer Fire Brigade, transforming a basic facility into a fully functional brigade headquarters. His efforts in recruiting and training volunteers, along with securing necessary resources, were pivotal in the brigade's growth and success.

Throughout his extensive service, Mr Kenna's dedication never wavered. He tirelessly worked to secure funding for facility improvements and facilitated participation in firefighter competitions to hone members' skills. Mr Kenna's exemplary service extended beyond local boundaries, which can be seen through his deployments to combat bushfires in Victoria and Tennant Creek, NT.

Mr Kenna's legacy lives on in the Emily Hills Volunteer Brigade, where the brigade's new appliance shed is named in his honour. A volunteer of more than 40 years after starting with the Swan Hill Fire Brigade with the Country Fire Authority in Victoria in 1980, Mr Kenna served in the Northern Territory for 27 years from 1994 through till 2021. Mr Kenna has since returned to the Swan Hill Fire Brigade to continue his service. Mr Kenna's remarkable dedication and leadership distinguish him as one of NTFRS's most outstanding volunteer firefighters.

Ambulance Service Medal (ASM)

Queensland

Mr Christopher Robert Haswell, Emerald QLD 4720

Mr Christopher Haswell commenced his distinguished career with the former Queensland Ambulance Transport Brigade, now the Queensland Ambulance Service (QAS) as an honorary officer in 1975 and has diligently served the community for more than 48 years as an accomplished paramedic, which remains current.

During his career, Mr Haswell has worked across the State in a variety of positions including operations, education, communications, officer-in-charge and other supervisory roles. He has been appointed to single and multiple officer stations in rural, regional and remote areas of Queensland, experiencing hazards on a daily basis in his role as a paramedic and responding across his career to bushfires and flooding in Queensland. He has been called upon to react, respond and provide leadership during times of critical incidents and major trauma events, calmly providing knowledge and guidance so officers had the resources and expertise to perform their duties confidently.

Mr Haswell's unfailing commitment and dedication to excellence in patient care, education and training has earned him the respect of the community and his peers as an outstanding role model within the QAS. His excellence as a mentor, coach, leader and practitioner has positively influenced a significant number of staff, assisting them on their paramedical journey through his unfailing leadership and guidance.

Mr Haswell is a third-generation ambulance officer and a genuine unsung hero, serving the Queensland community for almost 50 years. He epitomises the best qualities and characteristics of what is expected of a professional paramedic, contributing valuably to the QAS and the broader Queensland community.

Ambulance Service Medal (ASM)

Queensland

Ms Rachel Veronica Latimer, QLD

Ms Rachel Latimer commenced her long and distinguished career with the Queensland Ambulance Service (QAS) in 1987 and has worked in multiple QAS frontline and corporate roles for 36 years. Ms Latimer qualified as a Paramedic in 1989 and then completed training to become one of the first female Critical Care Paramedics (CCPs) in the QAS.

Ms Latimer is currently employed as a senior operations supervisor of events for the Gold Coast Region, where she is the key lead in managing large scale events. She is currently registered as a paramedic and nurse and has continued professional development across her career. Ms Latimer also worked in the area of education for several years as a mentor and coach to paramedics and novice CCPs as a clinical leader.

Ms Latimer has demonstrated extensive experience and exceptional leadership in disaster management and led as a forward commander and room manager across all incident management team cells in regional and state coordination centres. She has been deployed to multiple disasters and events as a paramedic and frontline manager to guide and support paramedic teams at events including the Gold Coast Schoolies, Gold Coast 500 and Kokoda; and incidents including the 2010 Queensland floods and more recently the 2022 floods.

In 2018 Ms Latimer was seconded to the Gold Coast 2018 Commonwealth Games (GC2018) planning and operations team, who successfully delivered QAS GC2018 operations for the duration of the games. She was also key in establishing the Patient Safety Distribution Unit which oversees the coordination of QAS resources across Queensland to support staff welfare, integrate with Queensland Health and ensure the appropriate dynamic deployment of QAS resources to maintain service delivery and patient care to Queenslanders.

Ms Latimer continues to be an inspiration and guiding light for women aspiring to leadership roles within the QAS.

Ambulance Service Medal (ASM)

Western Australia

Mr Brian David Gallop, Esperance WA 6450

Mr Brian Gallop has been an active front line volunteer with St John Ambulance for over 25 years, and his dedication has only grown stronger over time. He has held the role of emergency medical technician and committee positions in various sub-centres, including serving as secretary and deputy chairperson.

As a highly competent volunteer development officer (VDO), Mr Gallop constantly strives to improve himself and mentors newer volunteers, some of whom have transitioned to paid roles within St John WA. He also actively participates in Voluntourism and the Rapid Deployment Pool, both programs provide emergency responder back up to regional sub centres in need of volunteers. Mr Gallop travels extensively and long distances at his own expense to cover shifts, mentor volunteers, and fulfill VDO duties.

Mr Gallop's compassion extends to his patients, their families, and his colleagues. He always puts their well-being first and provides reassurance and support. Among the many first responder scenes attended the most significant being two different mid-air medical emergencies, providing treatment and reassurance to patients, as well as comforting other passengers and flight crews. Mr Gallop has also been the first to arrive at several serious car accidents, utilising his exceptional first responder skills to provide immediate assistance.

His dedication goes beyond individual emergencies. Mr Gallop is always one of the first to respond to any major events like cyclones and fires. He embodies the motto of St John, "For the Service of Humanity," consistently applying his skills and assisting in critical situations. Mr Gallop also serves as a first aid trainer, ensuring the delivery of high-quality training, both locally and in remote areas.

Mr Gallop's dedication, diverse volunteer roles, and community-focused initiatives exemplify the values of St John WA. Through his selflessness, compassion, and knowledge, he consistently delivers prompt care and comfort to those in need.

Ambulance Service Medal (ASM)

Western Australia

Mr Philip Mark Stanaitis, Leschenault WA 6233

Mr Philip Stanaitis has an exceptional work ethic, unparalleled compassion, and remarkable dedication as a paramedic within St John Ambulance WA. Notably, Mr Stanaitis' commitment to community resilience, particularly within Indigenous communities in the Pilbara region, stands as a shining example of his dedication to fostering Australian pride and spirit through active citizenship. Mr Stanaitis is also passionate about addressing and reducing community suicide and trauma, participating in trauma and suicide prevention initiatives primarily aimed towards at risk youth.

Through his organisation and active participation in training and information days, where first aid skills are taught, Mr Stanaitis has played an instrumental role in building resilience and reducing reliance on a medical system that can be hours away. Each event leaves participants with an enhanced cultural understanding, thanks to his tireless efforts.

Mr Stanaitis' provided an invaluable contribution to the establishment of the Port Hedland ports medivac service for injured seafarers. Through his resourcefulness and industry support, Mr Stanaitis spearheaded the training of Port Hedland paramedics in Helicopter Underwater Escape Training, resulting in over 60 successful retrievals from bulk ore carriers. This initiative showcased Mr Stanaitis' problem-solving abilities and his dedication to serving vulnerable populations in unique and demanding environments.

Additionally, Mr Stanaitis' leadership in the Hedland depot was nothing short of remarkable. He identified strengths and weaknesses in volunteer engagement, with a strong focus on enhancing the volunteer journey and engagement with the volunteer model. Through a variety of initiatives, he created a more engaged and resilient volunteer community, which led to increased satisfaction among his peers, improved patient outcomes, and a stronger sense of community spirit.

Mr Stanaitis' exceptional foresight and unwavering drive and commitment serve as a testament to his dedication to his profession. The profound impact he has made on the community and the emergency medical services is undeniable. Mr Stanaitis' remarkable contributions, coupled with his ongoing potential for future achievements, make him a truly outstanding individual and a true asset to St. John Ambulance WA.

Ambulance Service Medal (ASM)

South Australia

Mr Anthony Cuzzocrea, Glenelg North SA 5045

Mr Anthony Cuzzocrea has been with SA Ambulance Service (SAAS) for 35 years. He started as a Triple Zero (000) call taker but progressed to Emergency Operations Centre team leader, a role which he continues to do to this day.

Through the years, Mr Cuzzocrea has been a consistent and reliable force and has worked on many major events, including the Grand Prix, multi-patient incidents, floods, fires and most recently helping to manage SAAS's response to the COVID-19 pandemic. Mr Cuzzocrea is also an ambulance officer with the SAAS Patient Transfer Service and worked on major projects including moving patients from the old to the new Royal Adelaide Hospital and attending patients on extended journeys with the SAAS AMbus.

During his extensive career in the Emergency Operations Centre, Mr Cuzzocrea has contributed to many initiatives, always advocating for patient and staff safety. Some of the projects include the implementation of Call Direct, an online booking system for public hospitals, and staff training and recruitment. Mr Cuzzocrea is a well-respected personality amongst the SAAS community, and he has been a wonderful mentor for new staff in both the Emergency Operations Centre and the Patient Services Team. With his guidance, many of those staff have grown in their careers at SAAS and beyond.

From assisting as a St John volunteer ambulance officer in the Ash Wednesday bushfires, to a long career dedicated to helping others, Mr Cuzzocrea is an essential part of SAAS.

Ambulance Service Medal (ASM)

South Australia

Mrs Naomi Suzanne Stidiford, Tintinara SA 5266

Mrs Naomi Stidiford is a volunteer ambulance officer for the Tintinara SA Ambulance Service (SAAS) Team. She joined SAAS in 2006 as a non-operational member of the Tintinara Local Ambulance Committee, and in 2010 transitioned to become an operational volunteer ambulance officer.

Over her many years of service with SAAS, Mrs Stidiford has dedicated a significant amount of her time to the Tintinara volunteer team; she has performed the role of volunteer team leader for nine years and most recently became a volunteer training coordinator. Mrs Stidiford is particularly focused on ensuring there is always an operational ambulance in her town, working with volunteers and her regional team leader to fill rosters. She too, provides many hours on the roster.

Mrs Stidiford also supports volunteer students through their training, often facilitating additional sessions to ensure new recruits are confident and competent. Mrs Stidiford is highly respected throughout the region, particularly because she is always happy to undertake shifts for other stations when there are roster shortfalls. She is a volunteer recruitment champion, always looking to engage meaningfully with the community. She helps to organise local events and attends sporting clubs to promote volunteering and is an excellent advocate for the service.

Mrs Stidiford is an exceptional SAAS volunteer with a community-centred approach.

Ambulance Service Medal (ASM)

Tasmania

Mrs Laura Georgina Butler, TAS

Mrs Laura Butler commenced her ambulance career as a paramedic with Ambulance Victoria in 2013 before moving to Ambulance Tasmania in 2015 where she continues to undertake operational duties. Mrs Butler has performed a number of roles including paramedic, volunteer educator, diabetes referral pathway project officer and coordinator for clinical practice.

Mrs Butler has also been instrumental in the progression of a number of projects within Ambulance Tasmania that have changed how care is delivered within the state. These projects include the Palliative Care Project and the Diabetes Pathway Project.

Mrs Butler is a prehospital care leader, actively working to improve the quality of out of hospital care within Tasmania. Her work has been integral in progressing numerous key changes and innovations in clinical practice during her time working for Ambulance Tasmania.

Mrs Butler also works in her own time to support graduate paramedics through their developmental milestones and supporting peers following exposure to traumatic and complex cases. Additionally, she works with schools making paramedic Christmas cards for hanging at the hospital offload delay area.

Mrs Butler has actively contributed to the paramedic profession through her dedication to bettering her colleagues and the care they provide. She is well respected by her peers professionally and is looked upon as a clinical champion within the field of paramedicine.

Ambulance Service Medal (ASM)

Tasmania

Mr Jordan David Emery, TAS

Mr Jordan Emery commenced his ambulance career as a paramedic in 2008 with the NSW Ambulance service and continues to undertake operational duties as needed. Since then, he has performed a number of roles including paramedic, intensive care paramedic, station officer, duty operations manager, executive staff officer to the Commissioner, zone manager, and associate director of operations for NSW Ambulance. In 2022 Mr Emery commenced with Ambulance Tasmania as the executive director of operations before being appointed as the chief executive in June 2023.

As the chief executive of Ambulance Tasmania, Mr Emery has continued to champion industry-wide culture and leadership reform through heart-centred leadership. His thought leadership represents an innovative, evidence-based and transformational approach to leading ambulance organisations to achieve the fullest potential of frontline team members.

He has been an invited speaker on the topic at several key industry events including the Australasian College of Paramedicine's International Conference in September 2023, the Council of Ambulance Authorities' Women in Leadership Forum in October 2023 and the Tasmanian Department of Health's Leadership 2040 Summit in November of 2023. His industry leadership and innovative thinking has also seen him appointed as an adjunct associate professor in the University of Tasmania's School of Paramedicine.

Ambulance Service Medal (ASM)

Australian Capital Territory
Ms Joanne Louise Miles, ACT

Ms Joanne Miles has demonstrated exceptional clinical and management experience in the provision of clinical care to the community and training to colleagues during her 21 years with the ACT Ambulance Service. She first commenced her ambulance career in NSW in 1994. Her career is complemented with a sustained dedication and commitment to patient centred care and clinical excellence both operationally and at a management level. This has seen the realisation of key initiatives supporting improved patient experience and clinical outcomes for those coming into the care of the ACT Ambulance Service.

As a training and development officer, Ms Miles has consistently imparted career experience and tertiary learnings with colleagues. Her commitment to the professional development of operational members has seen many go on to teach and champion clinical excellence within the broader workforce. Ms Miles was the first female driving standards instructor in the ACT Ambulance Service, blazing a path for women aspiring additional career progression and opportunity. This has seen Ms Miles mentor many other officers and be held in high regard as a role model for sound leadership.

As an operations manager, Ms Miles has overseen the realisation of operational and clinical efficiencies. These have included improvements in the delivery of non-emergency patient transport services, the Extended Care Paramedic Program and the Driving Standards Program. Ms Miles regularly fills frontline supervisory shifts as well as some shifts exercising her skill set as an intensive care paramedic delivering front line clinical care to the community. She endeavours to maintain her hands-on clinical skills and connection to frontline members.

Ms Miles is a consummate professional, committed to the highest ethical and professional standards. Her personal values and behaviours reflect a collaborative and humble leader and female role model. She is driven to continually improve clinical excellence, and the delivery of patient centred care by the ACT Ambulance Service.

Emergency Services Medal (ESM)

New South Wales

Mr Ian Leslie Baker, Taren Point NSW 2229

Mr Ian Baker joined the Australian Volunteer Coast Guard Association (AVCGA) in 1975 which merged with other coast patrols to form Marine Rescue NSW (MRNSW) in 2010. He has been a dedicated volunteer with MRNSW for more than 48 years, one of the longest serving volunteers within the organisation.

His role as an operational search and rescue support officer and marine rescue coxswain has seen Mr Baker participate in more than 400 rescues, many in difficult and life threatening conditions. He has also served in numerous unit roles within Marine Rescue NSW and earned the respect of everyone he has volunteered with, including members he has trained and mentored. Prior to the MRNSW merger in 2009/10 Mr Baker's efforts had already been recognised by the former AVCGA bestowing on him a life membership. Mr Baker's professionalism, dedication and extensive maritime safety expertise continue to inspire other volunteers to maintain and extend their skills and knowledge in maritime safety for the benefit of the wider community.

Mr Baker is professional and skilled in this role, placing the highest priority on the safety of his fellow crew members and the boating community, particularly when operating in dangerous conditions at night, in rough seas or unfavourable weather. He has led numerous challenging search and rescue operations in response to traumatic emergencies. Mr Baker continues his vessel and radio duties to this day.

His contribution in numerous roles, operational courage and willingness to share his extensive knowledge and experience to build the safety and professionalism of his fellow volunteers is driven by an abiding and selfless commitment to service. During his extensive service with MRNSW Mr Baker has demonstrated a distinguished and exemplary commitment to public service and to Marine Rescue NSW.

Emergency Services Medal (ESM)

New South Wales

Mr Andrew Edmunds, NSW

Mr Andrew Edmunds has been at the forefront of emergency services operations with Surf Lifesaving NSW at the state, branch and local club levels. As a state duty officer, Mr Edmunds coordinates major emergency services incidents on the NSW coast. At the branch level, Mr Edmunds coordinates support operations, management of incidents, rescue craft operations, incident debriefings and post incident support, including referral to counselling when required.

Mr Edmunds contributed to the development of the business case to establish the South Coast Westpac Lifesaver helicopter. Mr Edmunds was the lead rescuer and first responder in a range of offshore incidents along the Far South Coast. He also coordinates the Broulee on call duty team as part of his emergency services operational duties.

As a volunteer, Mr Edmunds dedicates well over 35 hours per week on surf lifesaving duties in his roles as club secretary, patrol captain, emergency services management and state duty officer. Mr Edmunds is on call 24/7 as the state duty officer and as part of the Far South Coast and Broulee Emergency Services Call Out team for search and rescue incidents.

He is committed to ensuring the welfare of Surf Lifesaving NSW members is prioritised, managed and addressed by professionals where required. He joined surf lifesaving as a nipper in 1995 and obtained his bronze medallion in 2000. He has been on the Broulee Surfers Surf Lifesaving Club (SLSC) committee for 20 years and on the Far South Coast Branch Committee since 2008. Mr Edmunds has demonstrated superior dedication and commitment to Surf Lifesaving NSW and its patrols and emergency services, during his 23 years of excellent service.

Emergency Services Medal (ESM)

New South Wales

Mr David William Ellis, Smiths Lake NSW 2428

Mr David Ellis became a member at Pacific Palms Surf Lifesaving Club (SLSC) on 3rd October 1993 and has held multiple frontline leadership roles over 30 years including president, vice president, patrol captain and education officer. He is currently a life member Pacific Palms SLSC, and a trainer, assessor and facilitator.

Mr Ellis' distinguished service ethos is based on a prolonged exposure to hazard which he displays not only from patrolling but also stalwartly participating in call outs for 30 years prior to the establishment of the Surf Lifesaving NSW (SLSNSW) Support Operations team. Mr Ellis' service also goes beyond the hazards associated with patrols and call outs as he proactively seeks ways to improve the safety and wellbeing of the community.

In 2012 as president of Pacific Palms SLSC, Mr Ellis was successful in organising the Midcoast Council to deploy paid lifeguards at Elizabeth Beach during holiday periods. In 2018 Mr Ellis, with two other life members, coordinated the deployment of four defibrillators (AEDs) into four nearby small communities. This is not just about what Mr Ellis has done in the past, but also about the legacy of education and deployments he has been responsible for that will benefit the community and visitors for many years to come. He has the ability to engage and draw members in and make every patrol a teaching experience.

Throughout Mr Ellis' 30-year career in surf lifesaving patrols and call outs, he has shown outstanding leadership and dedication to excellence, culminating in his appointment as SLSNSW liaison officer in the 2021 Taree Floods. He has forged better outcomes for the community such as the deployment of paid lifesavers and the instalment of AEDs which clearly show the significant contribution Mr Ellis has made to a number of communities in the local area, as well as the thousands of visitors experiencing local beaches.

Emergency Services Medal (ESM)

New South Wales

Mrs Terrie-Ann Hurt, Albion Park NSW 2527

Mrs Terrie-Ann Hurt has dedicated over 20 years to saving lives and protecting the communities of New South Wales as a devoted New South Wales State Emergency Service (NSW SES) volunteer. Mrs Hurt joined the NSW SES in October 2003 and has consistently gone above and beyond in responding to natural disasters as a local commander, unit commander, and division commander with the NSW SES.

While protecting the communities of NSW, Mrs Hurt has mentored countless fellow volunteers, supporting them in developing their skills and knowledge for successful leadership within a volunteer emergency service. Her commitment to the ongoing development of others is admirable.

Regularly undertaking the role of division commander during major flood and storm events, Mrs Hurt is responsible for implementing the Incident Action Plan (IAP) for the event. Her responsibilities include managing people and resources (including human and fleet), monitoring the safety and welfare of personnel, and continually evaluating and reporting on the current and future situation. At all times while undertaking the division commander role Mrs Hurt provided exceptional leadership.

Throughout her 20 years as a volunteer, Mrs Hurt also responded to the 2013 Kiama Tornado/Shellharbour Windstorm and provided support to the 2019-2020 Black Summer bushfires on the NSW South Coast representing the NSW SES as a senior operational officer. Mrs Hurt has assisted in operational roles during numerous large-scale out of area deployments for major emergency incidents, including the 2011 Queensland Cyclone Yasi event, and the 2017 Ex-Tropical Cyclone Debbie event. Mrs Hurt also provided exceptional operational leadership support to the significant inland flood campaign in Western NSW during 2021.

Emergency Services Medal (ESM)

New South Wales

Mr Roman Jerzy Mazurek, Forster NSW 2428

Mr Roman Mazurek has given meritorious service to the NSW community as a volunteer member of Marine Rescue Forster-Tuncurry for more than 20 years. His professionalism, commitment and skill have directly contributed to the safety of the boating public on the waterways of the Mid North Coast of NSW.

As the division commander of the former Royal Volunteer Coastal Patrol, Mr Mazurek was an integral part of the completion of the new Forster-Tuncurry Unit Base, purchasing a new rescue vessel and managing the Division as it grew to become an important part of emergency services in the Manning and Great Lakes area. After having been Unit Commander of the Forster-Tuncurry Unit, Mr Mazurek transferred to the Crowdy Harrington Unit in 2016 to help rebuild the Unit and assist them in operating a new rescue vessel delivered earlier that year.

His commitment to training and mentoring members, as well as bringing through the next generation of operators, turned a once fledgling Unit into a fully operational part of Marine Rescue NSW (MRNSW). Since Mr Mazurek's transfer back to the Forster Tuncurry Unit, he has taken oversight of both unit rescue vessels as the operations officer and senior vessel master.

Drawing on his past military experience, he has led numerous challenging search and rescue operations in response to traumatic emergencies. His rescues are numerous and sea time in the hundreds of hours. Mr Mazurek has been a regional director of Marine Rescue NSW since 2021 with a seat on the MRNSW board of directors. He continues to contribute positively to the organisation and to the boating public.

His contribution in numerous roles, operational courage, and willingness to share his extensive knowledge and experience to build the safety and professionalism of his fellow volunteers is driven by an abiding and selfless commitment to service.

Emergency Services Medal (ESM)

New South Wales

Mr Rodney John McDonagh, South West Rocks NSW 2431

Mr Rodney McDonagh has been an advocate for marine and aquatic safety over decades of service, specialising in emergency management and response. He continues to be involved in all levels of surf lifesaving including patrols, emergency response, education and training and asset maintenance.

Mr McDonagh has responded to many serious critical incidents and search and rescue operations during his time as a volunteer surf lifesaver and in his professional career as a NSW maritime officer. During this time, he has shown dedication towards fellow volunteer members ensuring their safety and welfare is at the forefront of all decisions made during emergency response situations.

Mr McDonagh is seen as a leader in this field with foresight to obtain assets and develop standing operating procedures for Surf Lifesaving Mid North Coast Branch. He is looked upon by his peers for ongoing guidance and support for all things emergency management. Mr McDonagh continues to ensure that ongoing training and assets for the Branch are of the highest standard, continually encouraging and supporting new members to join the Support Operations Team. Mr McDonagh organises inter-agency collaboration and has developed local networks with local emergency services within the area.

Emergency Services Medal (ESM)

New South Wales

Mr Colin James Tritton, Surf Beach NSW 2536

Mr Colin Tritton has given meritorious service to the NSW community as a volunteer member of Marine Rescue Batemans Bay Unit for almost 25 years, having joined the Royal Volunteer Coastal Patrol (RVCP) in 1999. Prior to joining, Mr Tritton had a distinguished career with NSW Police including as a Police Diver and then with the Water Police (Now Marine Area Command). With the RVCP, he was responsible for establishing a training regime.

Through his training, he was able to assist in producing a new wave of qualified coxswains in the Monaro region, something that was much needed particularly around the time of the merger to form MRNSW. Mr Tritton was also a Technology and Further Education (TAFE) teacher who specialised in practical marine rescue specific courses and maritime studies; and used his experience as a teacher to contribute in a similar way to the MRNSW membership and training.

As a qualified marine rescue master, he has led numerous challenging search and rescue operations in response to traumatic emergencies over his years of service. Mr Tritton has recorded hundreds of hours of sea time and until a recent illness, was a skilled and respected rescue vessel master who makes himself available around the clock to respond to emergencies on the water, personally conducting numerous rescue missions, often in dark and dangerous conditions.

He continues to mentor and support members of the Unit and was made a Unit Life Member in 2022 as acknowledgment of his significant contribution to the Unit and region.

Mr Tritton's contribution in numerous roles, operational courage and willingness to share his extensive knowledge and experience to build the safety and professionalism of his fellow volunteers is driven by an abiding and selfless commitment to service.

Emergency Services Medal (ESM)

New South Wales

Mr Anthony Mills Whybrow RFD, Mosman NSW 2088

Mr Anthony Whybrow is an active member of the Marine Rescue Middle Harbour Unit. He joined the Royal Volunteer Coastal Patrol (RVCP), an antecedent of Marine Rescue NSW (MRNSW) in 2003. He was appointed as the divisional commander for Sydney of RVCP in 2009. Mr Whybrow became unit commander of the Middle Harbour Unit under the MRNSW flag in 2010.

There were challenging times within MRNSW during Mr Whybrow's appointments. MRNSW introduced to providing service, new vessels and a new training regime. During his command Mr Whybrow also took on the role of training officer, requiring all members of the Unit to re-qualify in their current rating in accordance with the new qualification requirements so that members met the new standards. He is still in a training role today.

Apart from continuing to be operational as marine rescue vessel master of the Unit's largest rescue vessel, Mr Whybrow is a senior member in the Unit as training systems officer. Mr Whybrow has mentored many of the senior members of Marine Rescue NSW both within the Unit and around the Greater Sydney region and beyond.

Mr Whybrow has spent many hundreds of sea time hours conducting search and rescue efforts in company with other marine rescue vessels and Marine Area Command vessels in deteriorating conditions. He has been in charge of numerous rescues in often challenging and dangerous conditions. During his extensive service with MRNSW, Mr Whybrow has demonstrated a distinguished and exemplary commitment to public service and to the Marine Rescue NSW mission of saving lives on the water.

Emergency Services Medal (ESM)

Victoria

Mr Grant Bruce Bedwell, Port Fairy VIC 3284

Mr Grant Bedwell has served his country and community for over 60 years, firstly serving in the Australian Navy during the Vietnam War, and then in his civilian life as a volunteer lifeguard, a job he has done for many years and is still actively involved at his community pool. For the past 10 years he has been a key volunteer with the Port Fairy Marine Rescue Service (the Unit).

Mr Bedwell's service with the Unit in particular has been exemplary, and his dedication to accept the added leadership to be available at any time to command the rescue vessel. This kept the Unit operational, ready and able to serve the community. Mr Bedwell has also undertaken various roles within the Unit, such as president and vice president, and for the last 4 years has been the Unit training officer passing on his knowledge of the sea and teaching crews the skills they need to be proficient.

One of the most significant rescues Mr Bedwell managed was the search for a mariner, lost off the coast of Port Fairy. Despite difficult conditions, the mariner was eventually located, and the loss of life was prevented. The Unit is incredibly proud to say that Mr Bedwell is an integral part of the Port Fairy Marine Rescue organisation, instrumental in saving many mariners that have found themselves in need of rescue.

Emergency Services Medal (ESM)

Victoria

Mr Jim Kokkalos, VIC

Mr Jim Kokkalos has tirelessly supported and contributed to the Victoria State Emergency Service (VICSES) for over 33 years, not only as a dedicated volunteer but leader within the VICSES Port Phillip Unit (the Unit) (formerly St Kilda Unit) and surrounding units.

Mr Kokkalos has always placed VICSES as a high priority in his life, at times he has made personal sacrifices to ensure his unit is ready to respond to emergencies 24 hours a day, seven days a week. His continual sacrifice of personal time is over and above what is expected of a volunteer.

Mr Kokkalos has displayed exemplified leadership, direction, emotional guidance and support to others in many local events, for example, as a field commander for the Melbourne Grand Prix (1996-2015), as well as assisting with operational support to many regions in Victoria for fires, floods and storms.

Mr Kokkalos' is dedicated to serving the community, taking time off from work to ensure he is able to assist during large disasters and operations across Victoria on many occasions. Prominent examples of these operations would be the 2010 and 2012 Melbourne hailstorms and all flood and major fire events in Victoria for over 25 years. His dedication and commitment towards his chosen field of assisting the Victorian community in times of need, shows the passion that is well respected amongst his peers and regional staff.

Mr Kokkalos has been the key leader and driver in moving the Unit to a thriving community-based organisation, managing relationships with other emergency services and local community groups. This dedication has ensured the Unit is a robust emergency service able to provide emergency response around the clock. Without his persistence and dedication, it would not be the outstanding Unit that it is today.

Emergency Services Medal (ESM)

Victoria

Mr David McKenzie, Port Campbell VIC 3269

Mr David McKenzie has provided over six decades of service to the Victorian community and has made a significant contribution to the prevention of aquatic related deaths.

His work has been integral to the growth and development of lifesaving in the western region of Victoria with a particular focus on developing skills and building capacity of the next generation of lifesavers that are rescue ready to serve Victoria's community.

Mr McKenzie commenced his service in 1963 at Port Campbell Surf Lifesaving Club (SLSC) as a founding member and is still an active patrolling member today. He has held leadership roles and holds over 90 lifesaving related training awards. He was integral in developing Life Saving Victoria's emergency response capability in the region and has continued to develop and create opportunities for young people in Life Saving Victoria, developing their skills in lifesaving and acting as a role model for commitment, hard work, and community spirit.

Mr McKenzie continues to drive innovation in lifesaving, making a significant contribution to the Victorian community for 60 years of service, in working to prevent drowning in Victoria. His significant contribution has seen the Port Campbell SLSC and the greater western region be a strong, responsive, and skilled area ensuring a high level of service is provided to the community.

With now four generations of McKenzie family members actively patrolling members, Mr McKenzie's distinguished service and lifetime commitment to the Victorian community will continue through the next generations and the broader community.

Emergency Services Medal (ESM)

Victoria

Mr Joseph Robert Watt, VIC

Mr Joseph Watt has been a lifesaver for over 32 years with Gunnamatta Surf Life Saving Club, where his service has been uninterrupted. He has held positions at club, regional and state levels, including both volunteer and paid roles as regional chief lifeguard, inflatable rescue boat instructor and lifesaving patrol service assessor. Mr Watt took a keen focus on safety and continuous improvement for lifesavers and services to the community which included improvement training and the introduction of safety equipment and new ways of service delivery.

As a committed and skilled patrolling member for over 32 years, Mr Watt was an integral part of a major rescue at Gunnamatta beach in 1998. Under challenging conditions, including big swells and significant rip currents, he and his fellow lifesavers rescued eight people from a family who had been swept out to sea. The incident tragically resulted in three deaths. Mr Watt supported Life Saving Victoria (LSV) post this tragedy to educate and raise awareness around water safety in the community.

Mr Watt has been an inspirational leader at his club and to the wider lifesaving service for his extraordinary commitment to lifesaving quality and professionalism. Mr Watt's commitment to lifesaving is an example to the service of excellence and modesty in the delivery of capability at the highest level. Mr Watt has dedicated his life to lifesaving, which is an outstanding achievement.

Emergency Services Medal (ESM)

Victoria

Ms Georgie Wettenhall, VIC

Ms Georgie Wettenhall earned her bronze medallion in 1992 and has dedicated 32 years of service to lifesaving. She has patrolled some of the state's most treacherous and notorious beaches, including Woolamai Beach and Gunnamatta Beach. She is a current patrolling member and has held leadership roles at both Club and State levels across training, patrols, and lifesaving services as president, and as a director.

In 1997, Ms Wettenhall was awarded the Woolamai Beach Surf Lifesaving Club (SLSC) - Darren Adams Memorial Award for Most Courageous Rescue in recognition of a complex and challenging rescue she and her fellow lifesavers performed at Colonnades Beach, saving the lives of two patients under extremely difficult conditions. She continues to provide welfare support and share her learning from critical incidents, mentoring younger lifesavers to be the best version of themselves to serve the Victorian community.

Ms Wettenhall is a role model and respected leader. She has been a trailblazer and mentor to many, paving the way for the next generation of women in lifesaving. She was one of the founders of the now state-wide initiative Pink Patrol, an all-women-led patrol, celebrating the past and present contribution of women in lifesaving and showcasing their operational capabilities.

Ms Wettenhall is a dedicated and courageous lifesaver and leader, serving the Victorian community for over three decades. She is respected amongst her peers and a mentor and inspiration to the next generation of lifesavers.

Emergency Services Medal (ESM)

Western Australia

Mr Glenn Michael Hall, Byford WA 6122

A Department of Fire and Emergency Services (DFES) incident controller for natural disasters, Mr Glenn Hall is a highly accomplished district officer who is regularly deployed to the far reaches of Western Australia to manage the emergency response to cyclones, floods, and storms.

Over the last several years, Mr Hall has helped lead DFES' response to some of the most devastating disasters in WA history including Tropical Cyclone Seroja in 2021 and 2023's Kimberley Floods. In the most challenging deployment of his long career, Mr Hall's ability to adapt and deal with dynamic and unpredictable situations was put to the test when he oversaw the response to a once-in-a-century flood that devastated the Kimberley. He showed exceptional leadership as incident controller on four separate deployments through the long-running disaster, relocating hundreds of people by air and delivering thousands of kilograms of essential goods to isolated communities. Continually putting his hand up to answer the call for assistance from other states and territories, Mr Hall was also deployed to New South Wales for 2022's Lismore Floods and to the Northern Territory when the Victoria Highway flooded in March 2023.

Mr Hall's distinguished career in emergency services started out in humble beginnings, joining Bayswater State Emergency Service (SES) as a volunteer in 1990. Serving in multiple managerial roles, Mr Hall volunteered with the SES for 15 years before landing a district manager role with DFES (then known as the Fire and Emergency Services Authority) in 2005. Since 2014, he has worked as a natural hazards district officer in the Kimberley and Perth – managing the welfare, resourcing, and deployment of SES units to ensure they can swiftly respond to public requests for assistance during natural disasters.

A respected leader, Mr Hall is often called upon to provide advice and other support to staff and volunteers who have benefited from his vast knowledge and experience in emergency management.

Emergency Services Medal (ESM)

South Australia

Dr Sara Lesley Pulford, SA

Dr Sara Pulford joined the South Australian State Emergency Service (SASES) in 2013 and currently holds the role of manager of information systems. Dr Pulford was previously a staff member with the SA Country Fire Service for 4 years, holding community education and operational systems roles. Dr Pulford has been an active SA Country Fire Service volunteer for 20 years and has held the position of deputy incident controller for some significant fire emergencies.

In the role of SASES chief of staff (rotating roster), Dr Pulford provides a wealth of experience in relation to public information and warnings, and also mentors other staff in this important leadership role. Through her duties as chief of staff, she is deployed to the State Control Centre during activations for severe weather events. Dr Pulford contributes to operations nationally and has held the role of jurisdictional liaison officer on multiple interstate deployments including numerous severe weather events in NSW in 2021 and 2022, and Tropical Cyclone Seroja (WA) in 2021.

Dr Pulford has been instrumental in the development and establishment of the SES Incident and Information Management System and received global recognition as a thought innovator for her collaboration and innovation in adapting this platform for use by other agencies. Dr Pulford has led other projects such as Respond52 and SASES GeoHub that enable both staff and volunteers to access information and mapping. The integration of these systems into the operational business of the SASES has resulted in SASES being recognised as an industry leader in geographical information and system integration across Australia. Under Dr Pulford's leadership, the Information Systems team played a highly critical role in the 2022/23 River Murray flood event, introducing significant upgrades to existing systems, particularly innovative geospatial applications.

As highlighted above, Dr Pulford's dedication to the emergency services sector is inspiring. Her commitment to the development of innovative information systems to progress emergency management practices has not only enhanced the SASES capability but has also attracted global recognition.

Emergency Services Medal (ESM)

Northern Territory **Mr Keith William Lewis**

Mr Keith Lewis began his journey with the Northern Territory Emergency Service (NTES) in August 2005 as a regional support officer, steadily progressing through various roles to his current position as a Southern Command operations officer.

Covering a vast area of over 600,000 square kilometres, Mr Lewis supports five volunteer units and six emergency support caches, overseeing both operational and training activities. To enhance his training delivery skills, Mr Lewis has obtained several qualifications including Certificate IV in Training and Assessment and an Advanced Diploma of Public Safety (Emergency Management).

He actively promotes safety within NTES, holding positions in work health and safety committees and advocating for improved safety practices. Mr Lewis' dedication extends beyond training to operational support. He has participated in numerous disaster responses, including clean-up operations for cyanide spills and assisting in evacuations during floods and cyclones. During the COVID-19 pandemic, he played a crucial role in managing the Northern Territory's response.

His leadership and dedication have elevated the performance of units under his care. Known for his fairness, passion for excellence, and tireless advocacy for volunteers, Mr Lewis is highly respected by both headquarters staff and volunteers alike. He always goes above and beyond. He is the quiet achiever providing exemplary service, professionalism and dedication to NTES.

Australian Corrections Medal (ACM)

New South Wales

Ms Peta Lewese Blood

Ms Peta Blood commenced her career in Corrective Services NSW as the coordinator for the Restorative Justice service in 2013 and has risen in her role to become the manager for the Services Development and Integrity program.

Ms Blood, who is responsible for 60 inmates in her role, exhibits exceptional leadership skills, and a clear commitment to reducing offender recidivism and improving services for inmates and her colleagues. Ms Blood's innovative approaches, such as implementing improved reintegration packages and restructuring victim support units, have led to tangible improvements in outcomes, including increased offender contact hours.

Working with the Victims Services team, Ms Blood has led restorative conferences for serious offenders, always behaving with empathy and professionalism in complex and sensitive situations. In this space, she undertook a restructure to ensure victims had greater access to support and that more offenders had the opportunity to access restorative justice services as part of their rehabilitation. She has also developed a new reintegration program for inmates preparing to leave custody that has assisted them to effectively prepare for their release.

Ms Blood has been exemplary in her role in uplifting the culture of the Compulsory Drug Treatment Correctional Centre, improving employee satisfaction, and providing pathways for behaviour change in offenders.

Australian Corrections Medal (ACM)

New South Wales
Mrs Melissa Brien

Ms Melissa Brien began with Corrective Services NSW in 2015 as a correctional officer at Wellington Correctional Centre and was promoted to a senior correctional officer within four years of service. Ms Brien performs duties above and beyond her role with great attention to detail and care.

No task is too big or small and she recognises the importance of administrative work in helping inmates progress beyond their time in custody. Ms Brien regularly assists offenders in managing relationships beyond the centre, helping them take charge of their personal finances and legal entitlements, to assist their rehabilitation and reduce their individual risk of reoffending. Her work ethic is unparalleled, and she is known for the respect and care she shows to all around her. Particularly when there is a crisis, Ms Brien offers inmates dignity and care as she works to support them and meet their needs.

In addition to her paid work, Ms Brien is dedicated to fundraising for causes and organising staff events in her personal time. Ms Brien also goes out of her way to ensure the Wellington Correctional Centre staff's welfare and moral is high, checking in on staff and offering support when it is needed. She is highly committed, dedicated, and goes above and beyond in all roles she performs within both Wellington Correctional Centre and Corrective Services NSW.

Australian Corrections Medal (ACM)

New South Wales

Assistant Commissioner John Matthew Buckley

In Assistant Commissioner John Buckley's 27-year career, he has risen in the ranks from a correctional officer to assistant commissioner within Corrective Services NSW (CSNSW), overseeing significant reform and innovation in offender management, while continuing to work with inmates at the Long Bay Correctional Complex.

His contributions to CSNSW have been highly prominent, influential, and described by colleagues as revolutionary. As the general manager of the Operations Scheduling Unit, Assistant Commissioner Buckley led the implementation of cyclic rostering to all correctional centres. This was a significant milestone for CSNSW as it changed the landscape of how rosters have traditionally been built, allowing staff to better plan and achieve a work-life balance. He also developed the rank insignia protocol, recognising each decade of service with bars and implemented other state-wide reforms associated with recognising service.

Assistant Commissioner Buckley was a significant contributor in the creation of the Prison Bed Capacity Adjustment Program – which included large-scale operational changes to centres at a time of great change. As an officer, Assistant Commissioner Buckley attended numerous high-risk situations, memorably stepping in to manage a crisis on his day off at Broken Hill in 2016, to direct staff, emergency services and ensure all on site were safe. It is one of numerous crises he has managed over a decades-long career, characterised by his foresight and immense capability.

In each position he has held, his experience, dedication and ability have been evident, and he is a deeply valued and integral contributor to the ongoing development and enhancement of Corrective Services NSW.

Australian Corrections Medal (ACM)

New South Wales

Ms Louise Lane

Ms Louise Lane commenced duty with Corrective Services NSW in 1986 as a trainee custodial officer, before being promoted into the internal investigations unit and becoming a custodial officer. She is currently responsible for the delivery of offender management programs at the Maitland Community Corrections office.

As manager of the Maitland Community Corrections team since 2021, she has overseen more than 50 staff and led a major improvement in program scale and delivery. As a result of Ms Lane's leadership and hands-on approach, the Maitland Community Corrections office delivers a significant number of offender management programs each year. She continues to have direct offender contact, with the participants of the Aboriginal Art Program, and other specific programs like Dress for Success.

Ms Lane is also the chairperson of the Hunter Aboriginal Reference Group and has worked proactively to enhance community engagement across the district with local Aboriginal communities. She has also developed and championed domestic violence support and education programs in the region.

Ms Lane has been successful in all roles she has undertaken over her 30-plus year tenure. She is well respected by her peers and those who report to her, in large part due to her understanding of offender management and the generosity with which she shares that knowledge. Ms Lane is a leader without equal; her success is unparalleled – she is committed to working for the community and is regularly acknowledged by colleagues for her efforts.

Australian Corrections Medal (ACM)

New South Wales

Ms Kristy Murphy

Ms Kristy Murphy started with Corrective Services NSW in 2003 as a psychologist supporting inmates at Parklea Correctional Centre and Silverwater's Metropolitan Reception and Remand Centre.

As a senior psychologist overseeing custody-based sex offender programs, she has led the delivery of group and individual behaviour change interventions for complex and high-risk individuals. Her approach involves comprehensive risk assessments, tailored treatment plans, and ongoing evaluation to target the root causes of offending behaviour. By providing evidence-based interventions and personalised support, Ms Murphy has effectively assisted offenders in understanding and addressing their harmful behaviours.

Ms Murphy's contributions extend beyond direct intervention to encompass program development, evaluation, and training. She has been actively involved in designing outcome evaluations for sex offender programs and providing consultative support to stakeholders on program pathways and treatment approaches.

Through her leadership in managing state-wide waiting lists for treatment programs, Ms Murphy has worked to ensure timely access to interventions for offenders, thereby maximising the potential for rehabilitation. Her dedication to improving treatment effectiveness and addressing criminogenic needs reflects a commitment to enhancing public safety and fostering positive outcomes for both offenders and the community.

Australian Corrections Medal (ACM)

New South Wales

Mrs Vivian Joan Scott

Mrs Vivian Scott started in Corrective Services NSW (CSNSW) in 1996 as an Aboriginal welfare officer and is now a regional Aboriginal pathways officer. Her 27-year career has been built on unwavering dedication to her role in managing and supporting Aboriginal offenders.

From meticulously monitoring program participation rates, to advocating for cultural sensitivity in policy discussions. Mrs Scott's contributions have been pivotal in fostering rehabilitation and reintegration. Her proactive approach to feedback and continuous improvement underscores her commitment to excellence and sets a high standard for her colleagues.

Mrs Scott's achievements include the introduction and support of Elders within centres that house female inmates and the introduction of Aboriginal organisations to collaborate on programs throughout corrections facilities. She has also facilitated support for family and community members when there have been deaths in custody. Mrs Scott has also taken on a key role in planning and managing annual National Aborigines' and Islanders' Day Observance Committee (NAIDOC) events across CSNSW, recognising the importance of acknowledging and celebrating First Nations cultures. Beyond her role, Mrs Scott participates in cultural events, research and community engagement programs.

Her diverse work history, spanning from welfare officer roles to educational and cultural support programs, showcase her breadth of expertise and dedication to the holistic well-being of those under her care. Mrs Scott has provided exemplary service and has made a profound impact to the community and CSNSW.

Australian Corrections Medal (ACM)

New South Wales

Mr Murray Andrew Stewart

In 2000, Mr Murray Stewart started as a correctional officer at Silverwater's Metropolitan Reception and Remand Centre (MRRRC). Over almost 24 years, his career has been characterised by a focus on rehabilitation and on meaningful, positive interactions with inmates. This attitude and focus exemplify the strategic aims Corrective Services NSW (CSNSW) is working towards, to reduce reoffending, model decency and respect, and enhance community safety.

Mr Stewart's therapeutic and nuanced approach to offender management is key to his personal interest in reducing unnatural deaths in custody, by helping inmates focus on their mental health needs. This approach has undoubtedly reduced the barriers to offenders seeking mental health support beyond their time in custody.

As well as his focus on people, Mr Stewart is a true strategist, introducing effective programs across staff administration, case management and frontline services during the pandemic. Mr Stewart implemented programs and initiatives at the Mental Health Screening Unit at M.R.R.C. which assisted with the offender's wellbeing.

Not only does Mr Stewart care deeply about his work, he also cares about the staff around him. He has worked hard to engage others in the strategies he implements and bring everyone along on the journey. As a peer support officer and ambassador for staff wellbeing, he has made many recommendations and changes for colleagues that have improved wellbeing and morale.

Australian Corrections Medal (ACM)

New South Wales

Mr Paul Shane Verbeek

Mr Paul Verbeek commenced as a correctional officer in 2003 and has spent 20 years building a career characterised by exceptional leadership.

Mr Verbeek provided critical support and assistance to the Corrective Services NSW (CSNSW) Command Post that was established to respond to the COVID-19 pandemic. Specifically, he was involved in rolling out the Rapid Antigen Screening, which was a significant state-wide undertaking involving multi-faceted coordination amongst a range of stakeholders during challenging and uncertain times. This screening enabled CSNSW to keep inmates and staff safe, as well as continue critical service delivery and operations.

Mr Verbeek is also commended for his contribution to broad and systemic reform across Corrective Services NSW, including the design and delivery of Five-Minute Intervention training to staff across the state. That initiative, combined with the Inclusive Leadership and Unconscious Bias program, helped achieve one of CSNSW's strategic objectives of improving the perception of the organisation.

Mr Verbeek has demonstrated exceptional leadership and coordination skills, notably in spearheading the development of the Certificate III and Certificate IV in Correctional Practice. His proactive approach to professional development underscores a commitment to enhancing the capabilities of staff involved in offender rehabilitation.

Australian Corrections Medal (ACM)

Victoria

Miss Kylie Garrett

Ms Kylie Garrett commenced with Corrections Victoria in 2005 as a prison officer, working at the Dame Phyllis Frost Centre and Metropolitan Remand Centre. In 2008, she moved to Community Correctional Services (CCS) as a community correctional officer. Since that time, Ms Garrett has served in various frontline roles in CCS before she was appointed as the regional change leader in the Western Metropolitan region, where she led the implementation of sentencing reforms and championing change activities. She has also held the roles of supervisor, officer in charge and manager of Court Practice.

Ms Garrett is currently serving as the regional general manager of Loddon Mallee CCS. Ms Garrett has established herself as a strong leader, having always displayed a commitment to best practice outcomes for offenders. She embraces reflective practice and is a forward thinker, looking for ways to innovate and push for new ideas. Ms Garrett acts with professionalism and treats all staff with the upmost respect, embedding a supportive culture and bringing out the best of everyone that she leads.

Over the years, she has notably led staff through various changes, including the decommissioning of Greensborough Justice Service Centre and the opening of South Morang Justice Service Centre and Coolaroo Justice Service Centre. More recently, she has supported staff through the change management of CCS processes while maintaining a high level of service to offenders and stakeholders, making these changes easier to facilitate and implement within the region.

Over the past 18 years Ms Garrett has demonstrated distinguished service through her passion and drive to ensure the best outcome for her colleagues and stakeholders, always ensuring community safety is paramount. Her natural leadership abilities, enthusiasm in driving staff development opportunities, and innovative practice is an asset to Corrections Victoria.

Australian Corrections Medal (ACM)

Victoria

Mr Nicholas Paul Selisky

Mr Nicholas Selisky commenced in 1990 as a prison officer at HM Prison Pentridge. By 1995 he progressed to the Security and Emergency Services Group (SESG) where he spent several years as a K9 handler, and then in 1999 was promoted to supervisor. In 2006, he was appointed as an operations manager at the Metropolitan Remand Centre (MRC) before moving to the private sector at Port Phillip Prison.

Upon returning to Corrections Victoria in 2013, Mr Selisky held several senior frontline leadership roles across the system's most complex maximum-security prisons. He is currently serving as general manager at the MRC. During his time in the SESG, Mr Selisky supported staff and the locations across the state in their security and emergency response and coordinated the implementation of successful high-risk operations.

At Port Phillip Prison, Mr Selisky continued his focus on occupational violence. He developed and implemented the Project New Light™ initiative, which led to the retraining of all custodial staff to enable a better understanding of use of force options and expectations for staff. This initiative has demonstrated the proven benefits in reducing use of force incidents.

Following the MRC riot in 2015, Mr Selisky stepped into the role of recovery manager. His leadership, staff support and extensive knowledge of security and emergency response models, coupled with skills in meaningful engagement and case management, was a significant asset in supporting the location to rebuild.

Mr Selisky is an inspirational and authentic leader. Over his 33-year career, he has made a significant contribution to the organisation's security and emergency response capabilities, as well as having a passion for effective case management to achieve rehabilitation and community safety. He is dedicated and hardworking, continuing to strive for better outcomes for people in custody.

Australian Corrections Medal (ACM)

Queensland

Mr John Rosset

Mr John Rosset commenced his career with Queensland Corrective Services (QCS) in 2004 as a custodial correctional officer, devoting the past 19 years to providing exceptional service delivery and leadership to the staff and prisoners of Lotus Glen Correctional Centre. During this time, he has also fulfilled the role of trade instructor, which saw him provide skills and training to positively contribute to the prisoners he supervised. Mr Rosset advanced in his career in 2018 by undertaking the role of acting correctional supervisor, followed by his appointment in 2019.

Mr Rosset exudes all the fundamentals of a correctional supervisor and exemplifies the values of QCS. Mr Rosset contributes to the effective development of others by acting as a positive role model. He is an effective communicator and actively promotes a healthy and inclusive workplace through developing trust, promoting integrity and empowering staff. Mr Rosset is consistent and selfless in his support and contributions to the centre's emergency response requests. He is an insightful, unbiased and ethical decision maker who makes sound decisions, often under pressure, whilst managing complex tasks. Mr Rosset represents the collaborative spirit required to build cross jurisdictional relationships that enables beneficial outcomes for the centre.

Mr Rosset has served with integrity and relentless dedication to the staff in which he leads, being a positive and encouraging influence on those around him. His contribution to Queensland Corrective Services is admirable and is an example to all who have the privilege of working with him.

Australian Corrections Medal (ACM)

Queensland

Ms Selina Shea

Ms Selina Shea commenced employment with Queensland Corrective Services (QCS) in 2007 as a probation and parole reporting officer, in the Brisbane South Community Corrections office. With over 16 years of distinguished service with QCS in predominantly frontline leadership positions, Ms Shea is currently serving as the district manager of Logan City Community Corrections. In this role, she is responsible for the oversight, management, and direct control of approximately 1,230 offenders subject to supervision in the community.

Throughout her career, Ms Shea has consistently demonstrated her unwavering commitment to community safety and has made significant contributions to QCS, including developing meaningful partnerships to establish and build critical intervention initiatives such as pharmaceutical rehabilitation services.

She has also undertaken roles within the Operations Planning Performance and Research branch as a departmental liaison officer, which has given her a breadth of operational experience and political insight. Ms Shea has also undertaken the role of regional manager for brief acting periods in Far Northern Region, Brisbane Region, and South Coast Region.

Ms Shea has forged significant relationships with stakeholders, led staff through the complexities of the COVID-19 pandemic, implemented new technologies and processes, and promoted a culture of empowerment. Her continued focus on the success of her team and its contribution to broader organisational objectives and the pursuit of enhanced community safety.

Australian Corrections Medal (ACM)

Western Australia

Ms Leanne Maree Green

Ms Leanne Green, Team Leader Central Breach Unit, Adult Community Corrections (ACC) has worked in the justice system for 28 years, providing a valuable service to corrections since commencing with the Department of Justice WA. In her current role as a team leader of the Central Breach Unit, Adult Community Corrections (ACC), Ms Green works with offenders who appear before the Court to ensure that offenders have a clear understanding of the proceedings they are about to face.

Ms Green has worked at various ACC offices throughout the metropolitan region as a community corrections officer, senior community corrections officer (SCCO), senior case work supervisor and professional practice review officer. Whilst in the role of training consultant at the Corrective Services Academy she developed and implemented a training package on amendments to the *Sentencing Act 1995* and the *Sentence Administration Act 2003*.

She has worked as a programs officer facilitating a cognitive skills program to 16–21-year-olds and, as a prison based SCCO, worked with prisoners serving life and indeterminate sentences to plan and assist their reintegration back into the community. Pre-COVID-19 Ms Green regularly attended regional adult community correction centres to facilitate training in prosecuting breaches, interpreting legislation, court procedures, laws of evidence, and representing the Department of Justice in court. Also included was case management training to consider the impact of case management practices on offenders' compliance.

Since 2020 Ms Green has been a guest lecturer at the University of Western Australia presenting a session on the role of adult community corrections in the justice system to students undertaking law and criminology. As team leader Ms Green has responsibility for preparing breach reports on offenders across the state. In holding offenders to account she is required to balance context of the breach with the risk posed to victims and the community.

Australian Corrections Medal (ACM)

Western Australia

Mrs Gwenyth Anne Owen

Ms Gwenyth Owen commenced with the Department of Justice Western Australia (the Department) in 1994 in the role of clinical nurse at the Bandyup Women's Prison. As a change advocate, Ms Owen was involved with the implementation of the first 24-hour nursing coverage for the female estate which involved setting up the routine and register of associated risks ensuring nurses are always on duty.

Ms Owen set up and maintained the chronic disease and health promotion portfolios, which are still widely used in prisons today. Each women's prison has a portfolio holder who looks after the higher needs of patients with chronic disease, namely heart conditions, asthma and diabetes. In her current role as nurse manager for Melaleuca Women's Prison (Melaleuca), she is responsible for the implementation of the Department's guidelines for nursing staff ensuring the delivery of consistent health services were met following Melaleuca's transition from a private prison to public, operated by the Department.

At the height of the pandemic, Melaleuca experienced three outbreaks of COVID-19 however, due to her meticulous management, this resulted in less than forty cases in total. Her design of a situation report allowed Melaleuca to track cases and monitor the isolation of prisoners from admission to clearance 10 days later. This led to safe passage of prisoners through the prison quarantine area until they were medically cleared for general population. Without this tool, the cross contamination of patients would have led to greater numbers of positive cases and increased risk.

Throughout her career, Ms Owen has been consistently recognised for providing outstanding health service to the women in her care in a safe, compassionate, and trauma informed patient centre way. She is commended for her clinical leadership, critical thinking, and hands-on care to patients who are at their most vulnerable in a respectful and courteous manner.

Australian Corrections Medal (ACM)

South Australia

Mr Daniel Richard Colson

Mr Daniel Colson commenced his career in the Department for Correctional Services (DCS) in South Australia in 2007 as a trainee correctional officer at Port Augusta Prison. He was promoted to the role of advanced correctional officer in 2015 and then worked across a range of frontline leadership roles within Port Augusta Prison including supervisor of operations and manager. Port Augusta Prison is a large multi-classification, regional prison delivering specialist custodial and rehabilitation services, with a high proportion of Aboriginal people from regional and remote communities.

In 2021 Mr Colson was selected in the Tomorrow's Senior Managers program, an intensive and immersive leadership development program which led to frontline managerial roles within the Cadell Training Centre, Port Lincoln Prison, Community Corrections Remote Area Programs, the Intensive Compliance Unit and Port Augusta Community Corrections.

From January 2023, Mr Colson commenced as the director of the Cross Borders Program. The Cross Borders Program is a six person team that delivers family violence intervention services to residents in remote Aboriginal communities in the Anangu Pitjantjatjara Yankunytjatjara (APY) lands and the Ngaanyatjarra Pitjantjatjara Yankunytjatjara (NPY) Lands. As the director of the Cross Borders Program, Mr Colson has led an increase in program delivery and the commencement of a throughcare position. This will have a significant impact on the outcomes for Aboriginal people leaving custody. Mr Colson has also increased the number of Aboriginal staff working within the team and improved the cultural competency of the program.

Mr Colson is also the co-chair of Reconciliation Action Plan Working Group and co-chair of the Strengthening Aboriginal Community-Controlled Organisation's Aboriginal Affairs Executive Committee. Mr Colson also regularly participates in other committees and activities connected to rehabilitation for Aboriginal people.

Australian Corrections Medal (ACM)

Australian Capital Territory **Mr James Edward Taylor-Dayus**

Mr James Taylor-Dayus has over two years of service with ACT Corrective Services (ACTCS). Previously, Mr Taylor-Dayus worked in the corrections industry in the United Kingdom, New Zealand and Queensland and came to ACTCS as a very experienced officer.

Mr Taylor-Dayus service to the community is exceptional and undertaken with the utmost integrity. He holds a substantive position as the Director of the Court Transport Unit and is currently the Acting Senior Director, Accommodation. He has occupied several leadership positions within ACTCS.

Mr Taylor-Dayus has been responsive to the needs of ACTCS, demonstrated by his willingness to take on different roles. He is highly respected and has been instrumental to the stability and positive culture attained in ACTCS. Arriving at a tension between staff and management, he has been a positive and calming influence, a proactive and solution-oriented manager and competent mediator.

Mr Taylor-Dayus supports detainees through cell placement, welfare and induction services. He carries out tasks such as searches, escort duties, observing and assessing detainee behaviour and responds to incidents as required. He also contributes to rehabilitation through supporting detainee wellbeing and encouraging detainees to engage in positive behavioural change and has direct daily contact with a range of detainees.

Mr Taylor-Dayus adopts a collaborative approach and has managed the introduction of significant initiatives such as the Incentives and Earned Privileges (IEP) Program that includes major changes to property and discipline processes. In six months, this program has reduced violence related incidents in AMC and has improved both detainee and staff morale and safety.

The IEP program is designed to promote, recognise and reward positive detainee behaviour through access to privileges at various levels. The implementation of IEP has had a significant impact on detainee behaviour, contributing to a reduction in violence rates, assault rates, vandalism and institutional reoffending.

Overall, Mr Taylor-Dayus is a consummate correctional leader. He is a reliable and steady influence that promotes a positive culture and consistently delivers quality advice and practice in all areas of work.

Australian Corrections Medal (ACM)

Northern Territory

Mr Mathew Stephen James

Mr Mathew James has been working for Northern Territory Correctional Service (NTCS) as a correctional officer for 16 years commencing in February 2008. Mr James has applied a high standard of operational management when overseeing/supervising staff and prisoners while in senior management roles.

Mr James goes above and beyond every day at the Darwin Correctional Centre (DCC) as Chief Correctional Officer to ensure the safety and security of the staff, prisoners and community is maintained with a high degree of professionalism and integrity. He exercises best practice strategies through problem and conflict solving when dealing with staff and prisoners to achieve the best outcomes.

He has demonstrated commendable leadership, courage and duty of care to staff and prisoners. This was demonstrated when Mr James responded to a prisoner riot at the DCC in May 2020, which tested all his skills and expertise working as a frontline correctional officer. On the night of 13 May 2020, Mr James, a then First Class Correctional officer, displayed exemplary valour and leadership, beyond his then current rank and in his position as the officer-in-charge on nightshift in response to a serious incident. Mr James' reactions to the situation set a standard for staff to follow when dealing with the prisoner riot in a calm and pragmatic manner. He in turn handed over the incident where appropriate, however, he continued to lead staff on the ground to achieve a timely and safe conclusion to the prisoner riot without external support and with minimal injuries to staff or prisoners.

Mr James has admirable personal qualities and work ethics, combined with the capacity to think strategically to achieve the best outcomes for staff and prisoners. Mr James is an outstanding representation of NTCS and the NT Government.

Australian Intelligence Medal (AIM)

Federal

Ms Avril Danica Haines

The United States Director of National Intelligence, Ms Avril Haines, is recognised for her distinguished contribution to the Australia-US intelligence partnership, a longstanding and vital pillar of our alliance. Her strategic vision, personal commitment, energy and leadership have deepened links between our intelligence communities in ways that will have profound and enduring benefit for both countries.