

Public Service Medal (PSM)

Federal

Mr Mark Barry Alcock, Coombs ACT 2611

For outstanding public service in maritime affairs to Australia, neighbouring countries and the international maritime community.

Mr Mark Alcock's dedication and exceptional leadership has been instrumental in securing Australia's maritime jurisdiction, enhancing regional security and improving ocean governance.

Mr Alcock's leadership in the preparation of Australia's continental shelf submission influenced the way all nations' progress claims under the United Nations Convention on the Law of the Sea (UNCLOS). His contributions expanded Australia's marine jurisdiction and supported our Pacific and Southeast Asian neighbours to assert their rights under the UNCLOS. Mr Alcock also chaired a group of experts to deliver a United Nations (UN) publication on marine geospatial information management and an international working group on establishing an electronic standard for recording maritime boundaries.

Since 2017, Mr Alcock has been a highly influential member of the International Seabed Authority's Legal and Technical Commission, representing Australia internationally in the regulation of deep seabed mining. Mr Alcock has made a significant contribution to the security and prosperity of Australia's maritime jurisdiction while also supporting our Pacific and Southeast Asian neighbours. He has upheld public service values to the highest standard and dedicated his service to advancing the interests of all Australians.

Public Service Medal (PSM)

Federal

Ms Emma Margaret Gleeson, Ainslie ACT 2602

For outstanding public service in the development and implementation of the Australia Government's response to the Fair Work Commission's historic Aged Care Work Value Case.

The Aged Care Work Value Case (ACWVC), determined by the Fair Work Commission (FWC), delivered once-in-a-generation wage increases for nurses and carers in the private aged care sector. Ms Emma Gleeson led the government response to the ACWVC case in the Commission since 2020 and worked tirelessly and strategically to achieve the desired outcomes.

Some of the key recommendations made by the Royal Commission into Aged Care Quality and Safety were to increase award wages and improve remuneration for aged care workers. Under Ms Gleeson's management, a 15 per cent pay rise was secured, fully funded by the government, for direct care workers, including nurses and personal care workers.

Ms Gleeson led multiple submissions to the government and the FWC on the ACWVC, which secured agreements from the government to fully fund the historic increase. Throughout this process, Ms Gleeson brought together all relevant areas of the Department of Health and Aged Care, as well as other government agencies, and worked closely with unions and providers to design a fair and efficient way to implement the pay rise.

Ms Gleeson is the epitome of integrity and of the most professional Australian Public Servants, who has maintained a focus on improving the lives of older Australians by progressing fair award wages and remuneration for aged care workers.

Public Service Medal (PSM)

Federal

Mr Frederick William Hunter, NT

For outstanding public service in protecting the natural and cultural heritage of the Kakadu National Park.

Mr Frederick Hunter is the first local Indigenous Australian ranger to achieve the rank of chief ranger in the history of Kakadu National Park (the park). Mr Hunter was involved in a workplace helicopter accident and sustained multiple spinal fractures and other injuries. Driven by his dedication to his profession and the protection of Country, Mr Hunter returned to full-time duties as a ranger at the park within 12 months, after rehabilitation and learning to walk once again.

Mr Hunter has headed up a new section, Outstation Work Crew, where he has actively worked to engage disengaged Indigenous and non-Indigenous youth in the region, by helping to support and guide them into obtaining employment with the park.

Mr Hunter is a mentor and shining example to younger Indigenous rangers. He is a senior traditional man and well-respected figure in the Kakadu and West Arnhem regions. He is committed to his work, mentoring of younger staff and his dealings with stakeholders are considered beyond what is expected of a non-executive level officer and reflect extremely well on the Australian public sector as a whole.

Public Service Medal (PSM)

Federal

Ms Cassandra May Ireland

For outstanding public service in the delivery of significant legislative reform and legal services within the Australian Government.

Ms Cassandra Ireland has identified and implemented several measures to help manage and mitigate risk for the government, including through the promotion of collaboration across the department and across the broader government.

With the COVID-19 pandemic, Ms Ireland led the former Department of Agriculture Water and the Environment (DAWE's) legal response to the Royal Commission into National Natural Disaster Arrangements. Ms Ireland established a high performing team and collaborated with subject matter experts to deliver critical evidence to support the work of the Royal Commission, enabling it to make key recommendations for the benefit of the Australian community.

Ms Ireland has fostered communities of practice in legislation development across the Australian Government and delivered a legislation program and support for key reforms to Australia's *Biosecurity Act 2015*. This piece of work involved exceptionally tight timeframes to meet government priorities.

She has demonstrated outstanding leadership and devotion to continuity of service to ministers, the department and the Australian public including throughout the disruptions resulting from the COVID-19 pandemic.

Ms Ireland is regarded as a distinguished legislation lawyer in government and notwithstanding the high-pressure nature of her role, she consistently demonstrates exemplary integrity, leadership and commitment to public service values and a dedication to building future generations of public servants.

Public Service Medal (PSM)

Federal

Dr Ralph King, ACT

For outstanding public service as ambassador to Israel during the current Middle East crisis.

Dr Ralph King's exceptional leadership was displayed in full as he actively participated in the evacuation effort of Australians caught up in the current Middle East conflict. Over the course of seven days, Dr King oversaw the Australian Embassy in Israel to facilitate the departure of more than 843 clients over seven government-chartered flights.

Simultaneously, Dr King anticipated and contextualised fast-moving developments, provided the government and regional colleagues the ability to formulate policy, messaging and consular responses. This included leading daily reports on developments and drivers of the crisis to Australian Government agencies, social media updates to the local Australian community, and updates to consular travel advice.

In the broader context, Dr King demonstrated outstanding leadership in his engagement with Israeli authorities throughout the crisis by successfully maintaining effective lines of communication in challenging circumstances.

Dr King and his team's work has been central to informing the Australian Government's response to this major international crisis. His invaluable support, exemplary leadership and individual contributions are indicative of going above and beyond the required duties of a diplomatic role.

Public Service Medal (PSM)

Federal

Ms Tracie-Ann Maher, Pialligo ACT 2609

For outstanding public service in risk management across the Australian public sector.

Ms Tracie-Ann Maher has been responsible for consistently delivering significant innovations and policy reforms in risk management, to the benefit of the Australian public and the government. Under her leadership, the Department of Finance has achieved a best practice risk management framework which delivered structural and cultural change, through principles-based and supportive approaches.

She has supported government outcomes through best practice risk management by networking, collaborating, influencing, and always seeking to draw connections and support her colleagues in delivering government priorities. Most recently in the areas of Australian Public Service (APS) Reform, Net Zero and Integrity initiatives.

Her leadership and commitment to raising the profile of risk management has also extended to collaborating to foster greater links between public, private and academic sector risk managers. Ms Maher has previously been an influential member of the Risk Management Institute of Australasia and volunteers with Standards Australia, assisting with their international risk management standards development.

Ms Maher exemplifies the APS leadership expectations, acting with integrity. She is committed to being part of the solution, has a passion for developing herself and others and exemplifies the APS value of stewardship.

Public Service Medal (PSM)

Federal

Mr Luke Mansfield, Braddon ACT 2612

For outstanding public service through advocacy to disability reform.

Mr Luke Mansfield has been instrumental in leading better outcomes for Australians living with a disability. Some of his significant achievements include the coordination of the government's response to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability and the ongoing delivery of Australia's Disability Strategy 2021-2031, which is driving action at all levels of government to improve the lives of people with disability in Australia.

Mr Mansfield has led teams contributing and responding to the vital and confronting work of the Disability Royal Commission and is now leading the Commonwealth Disability Royal Commission Taskforce. He led the policy work which modernised Australia's disability services in the delivery of the Disability Services and Inclusion Act 2023 (the Act), which reset the way the Commonwealth engages service providers and introduces new quality and safeguarding provisions that impact on the everyday lives of people with disability. The Act set a strong basis for the government to respond to several recommendations in the Disability Royal Commission Report.

Due to Mr Mansfield's significant involvement, these reforms are achieving better outcomes for the 5.5 million people with disability in Australia.

His commitment to his work extends well beyond the requirements of his role and Australia, by actively participating and representing Australia in the Global Leadership Exchange on Disability, and as co-chair of the National Autism Strategy Oversight Council, co-chair of the National Disability Data Asset Council and as a Board Member on the National Disability Research Partnership.

Mr Mansfield has shown an enormous personal commitment and contribution to better disability outcomes by modelling his own behaviour (as a carer) and his values at work, particularly his commitment to diversity and inclusion in the workplace. He is highly respected by his peers and his extensive work on disability reform continues to help change community attitudes and systems to be more accepting and inclusive of people with disability.

Public Service Medal (PSM)

Federal

Ms Jodie Kym McEwan, Page ACT 2614

For outstanding public service in significant policy and legislative reform at the Australian Federal Police.

Ms Jodie McEwan led the development and implementation of the ACT Policing response to several nation-leading and progressive reforms that affect some of the most vulnerable Australians in the community.

Ms McEwan focused on developing a policy position that centred on harm reduction principles and created efficiencies for frontline policing resources with the changes to the *Drugs of Dependence Amendment Act 2022*. Throughout the process Ms McEwan displayed her unwavering commitment to the reforms, with a deep understanding of the intent of the legislation to stop criminalising people who use drugs and instead treat drug use as a health issue.

Ms McEwan has also led the work of raising the minimum age of criminal responsibility to 14 years of age by 2025, which is an extremely complex issue. One of the more difficult tasks with this policy reform, was working with child protection agencies to ensure appropriate services could be in place to deal with young persons that could no longer be taken into police custody.

As an unsworn officer and leader in the Australian Federal Police (AFP), Ms McEwan has made innovative reforms and continues to shape future leaders across the AFP. Ms McEwan has been responsible for driving a strong network of female leaders across the AFP, particularly within ACT Policing.

Ms McEwan is an outstanding role model and a leader of the highest integrity. She is widely respected for her dedication to leading the values of the AFP and Australian Public Service and represents the AFP at the highest levels of government, domestically and internationally.

Public Service Medal (PSM)

Federal

Ms Anne Frances McFall

For outstanding public service in support of Australia's higher education sector.

Ms Anne McFall has consistently delivered outstanding service to support Australia's higher education sector in areas such as compliance and investigations, customer service, stakeholder management, provider registrations / reregistration's and course accreditations / reaccreditations assessments, and contributions to policy development and projects.

Her exemplary leadership was noted in the regulating of the *Higher Education Standards Framework (Threshold Standards)* (2011/2015/2021), which sets the standards that a provider must meet and continue to meet to be registered to operate as a higher education provider in Australia. The design processes and reporting arrangements led to significant efficiencies in the management of applications and successful maintenance of the integrity of entry to Australia's higher education sector under the *Tertiary Education Quality and Standards Act 2011* (TEQSA).

Ms McFall's leadership skills, her consultative and inclusive management style has resulted in recognition and respect throughout the sector as a person with extensive experience and knowledge of regulation within higher education. She has assumed a leadership role to guide and support staff across TEQSA's regulatory operations groups, where she worked across multiple roles to provide a supportive and knowledgeable team environment.

Ms McFall's service to TEQSA consistently goes above and beyond expectations for her substantive role. She consistently exhibits excellence in her leadership and has done so while modelling TEQSA's values of trust, respect, accountability and collaboration, setting a positive culture at TEQSA.

Public Service Medal (PSM)

Federal

Mrs Donna Michele Ross, VIC

For outstanding public service to public administration in the Australian Taxation Office and the wider Australian public sector in particular during the COVID-19 pandemic.

Mrs Donna Ross' extensive and accomplished career within the Australian Taxation Office (ATO) human resource function includes leading teams across people support, payroll, recruitment, security vetting, industrial relations, procurement, and information systems management.

Mrs Ross has delivered significant projects for the ATO. In particular projects contributed for the Commonwealth Heads of Government Meeting (CHOGM) in 2020, the G20 heads of state meeting and the establishment of the Australian Charities & Not-for-Profit Commission (ACNC) as a separate agency within the ATO, all while also leading the merger and relocation of three Melbourne CBD offices with nearly 2,500 staff through extraordinary circumstances and pressures during the COVID 19 pandemic.

The significant work undertaken by Mrs Ross to support the setup of the ACNC, while facing extra challenges of the COVID-19 pandemic, was integral to its initial success as she directly influenced the attraction and on boarding of people that were committed and passionate to the purpose of the charity regulator. These people have been the foundational cornerstone of building an agency that is now a leader in the work they do, with her unwavering support of the ACNC providing an avenue for the ACNC to connect effectively within the ATO.

Mrs Ross showed outstanding leadership as the voice of reason and calm throughout the COVID-19 pandemic, supporting managers and leading staff through targeted coaching, positive workplace culture and unwavering encouragement. Her contributions to the community, the ATO and the Australian Public Service exceed the expectations of her executive level 2 role.

She epitomises fearless leadership within the ATO, seamlessly blending visionary guidance, a commitment to inclusivity and engagement. She has been instrumental in guiding staff members toward meaningful career progression, actively identifying opportunities for skill development, training, and mentorship, in particular during the pandemic and fostering a culture of continuous learning.

Public Service Medal (PSM)

Federal

Dr Victoria Regina Ross, ACT

For outstanding public service to public health within the Australian health system and the Australian Defence Force.

As a specialist medical and public health officer, Dr Victoria Ross has been instrumental in developing, implementing and managing health systems to ensure the Australian Defence Force (ADF) delivers at maximum capability while advocating for the well-being of its members. Her advice was critical in supporting the Defence response to the summer bushfires in 2019-2020, the COVID-19 pandemic, the Japanese Encephalitis Virus outbreak, and the Mpox (Monkey Pox) emergency.

Dr Ross' engagement with national and international expertise during the COVID-19 pandemic directly contributed to the success of the ADF's pandemic management and vaccination program during a time of national crisis that relied heavily on the ADF for support. This has resulted in the ADF's health programs and policies remaining in line with the most compelling international evidence.

Dr Ross has also made a significant contribution to training and development of clinicians within the ADF, both as a uniformed officer and as a public servant. She continues to support public health education and training by being a supervisor and mentor to several ADF and civilian Medical Officers registered to become Fellows of the Australian Faculty of Public Health Medicine.

Dr Ross is widely respected for her outstanding contribution to the Department of Defence in the field of public health, her dedicated service, and impactful outcomes.

Public Service Medal (PSM)

Federal

Mr Edward Andrew Russell, ACT

For outstanding public service as Australia's representative in conflict zones during the Israel-Hamas conflict.

Following attacks in the Middle East in 2023, Mr Edward Russell worked tirelessly to assist Australians and their family members to depart conflict zones. As a junior official heading up Australia's office in Ramallah, he facilitated a wide-scale and logistically complex consular response to support the safe passage of over 200 Australians and their family members to depart an active conflict zone, including ensuring Australia's humanitarian assistance was delivered to the most vulnerable.

Mr Russell was on the ground to report on evolving Palestinian positions to Australia, which was instrumental in informing the Australian Government's policy development on the crisis, enabling the government to execute an effective consular response. Mr Russell also led Australia's Post in Ramallah to play an essential role in the provision of Australia's humanitarian assistance to the Gaza crisis and assisted with the successful departure of Australian, New Zealand and Canadian citizens by collecting citizens from various points in the West Bank and delivering them safely to the border crossing to exit to Jordan.

Mr Russell demonstrated exemplary leadership in assisting vulnerable Australians during a complex and devastating crisis, as well as regularly checking on the welfare of his staff and ensuring his small team responded productively to numerous government requests. Amidst an uncertain conflict situation, and mounting security concerns in the West Bank, Mr Russell's leadership, judgment, proactivity and advice were exemplary.

Public Service Medal (PSM)

Federal

Ms Susan Marie Saunders, ACT

For outstanding public service in innovation, service delivery and outstanding leadership through the development and implementation of the Fair Entitlements Guarantee Act 2012.

Ms Susan Saunders was responsible for leading the *Fair Entitlements Guarantee Act 2012* (FEG Act), a safety net program that provides financial assistance to cover certain unpaid employee entitlements for employees who have lost their job due to the liquidation or bankruptcy of their employer. The program supports vulnerable workers experiencing the sudden and unexpected loss of employment and associated entitlements.

Ms Saunders led a taskforce group to systematically deal with a significant backlog in redundant work claims. She worked collaboratively across the department, led consultations and negotiations with the Australian Securities and Investments Commission and supported departmental litigation against individuals who deliberately avoided their obligations.

She identified and implemented a range of measures including two information technology transformation projects for the FEG Act that had the effect of reducing average claim processing times down from 27 weeks to just 10 weeks.

Ms Saunders very effectively balanced competing demands of ensuring quality service for FEG Act claimants, and professional management of staff in a large branch.

Her tireless work, exceptional leadership and stakeholder management were critical, which also significantly improved staff moral in the FEG Act team and fostered an environment where staff felt proud to work in.

Public Service Medal (PSM)

Federal

Ms Gabrielle Tramby, Hackett ACT 2602

For outstanding public service in global customs practices for the economic and security benefit of Australia both domestically and internationally.

Ms Gabrielle Tramby tactfully brought together 58 World Customs Organization (WCO) members and industry partners to tackle the issue of criminal infiltration in the maritime sector with over 97 tonnes of narcotics seized. She was instrumental in fostering effective communication between the WCO Secretariat and the Australian Border Force (ABF), ensuring seamless coordination with other foreign customs administrators.

The chief operating officer of the world's largest shipping line and president of the World Shipping Council Security Group, credited Ms Tramby for bringing all parties together to break new ground and change the way industry and governments work together, in the pursuit to protect communities and enable free trade.

Ms Tramby's contribution to the WCO has positioned Australia as one of the most highly regarded member nations in the organisation and across its 186 member states, elevating Australia's standing and credibility. She has been awarded jointly by the Secretary General of the WCO and the Director General of Belgian Customs and voted by her peers to be the president of the Association of Customs Representatives.

Ms Tramby delivered exceptional outcomes for Australia, and demonstrated outstanding service, leadership and innovation across the international customs community.

Public Service Medal (PSM)

Federal

Ms Dyung Van Dartel, ACT

For outstanding public service in budget costings and the development of policies to support Australia's most vulnerable people.

Ms Dyung Van Dartel has provided accurate costings for new policy proposals (NPPs) and worked on some of the most complex and highest profile budget costings for the Australian Government. More recently, she provided high quality contributions for accurate NPP costings and the government's responses to natural and economic disasters including reforms in paid parental leave, the COVID-19 Response Package and reforms in social security payments.

Her work on the government's COVID-19 Response Package in 2020 and paid parental leave reforms in 2022 and 2024 involved a significant workload in a short period which delivered direct and meaningful support to millions of people in Australia. The increase to jobseeker payments during the COVID-19 pandemic was an example of a very high-profile proposal that required an elevated level of accuracy by Ms Van Dartel. This was developed and delivered in uncertain times under high pressure and in the tightest of timeframes for immediate public announcement.

The work delivered by Ms Van Dartel required a broad knowledge base, understanding of relevant policies and finances and was highly sensitive before it could be officially announced. Accuracy and integrity in this response was paramount and Ms Van Dartel worked tirelessly to ensure this was delivered swiftly for people who needed urgent and additional support.

Ms Van Dartel worked diligently to support colleagues across the department and the Australian public sector in often contentious circumstances, to ensure that the priorities of the government could be met. She is highly regarded for her excellent mentoring, making a positive contribution to the culture of her team.

Public Service Medal (PSM)

Federal

Ms Sarah Kate Vandenbroek, ACT

For outstanding public service in rebuilding trust and fostering productive relations between the Australian Government and the Norfolk Island community.

Ms Sarah Vandenbroek led a program of direct and ongoing engagement with community leaders on the challenging and complex topic of Norfolk Island's democratic future. She has done this by playing a pivotal role in addressing critical issues such as freight management, state service delivery, governance frameworks, and the challenge posed by the COVID-19 pandemic.

Ms Vandenbroek has demonstrated outstanding resilience and invested considerable time in meeting with individual community members, as well as representing the Department of Infrastructure, Transport, Regional Development, Communication and the Arts at large public meetings on island. Her dedication in cultivating a strong and enduring rapport with community groups created opportunities for the department to explore alternative approaches for civic participation for Norfolk Island.

Her capacity for resilience and her demonstrated commitment to deepening her understanding of Norfolk Island's community and culture, underpins her ability to work with Norfolk Island's residents on the resolution of complex matters.

Public Service Medal (PSM)

Federal

Dr Brett Darren Yeomans, Giralang ACT 2617

For outstanding public service to industry and Australia's start-up ecosystem.

Dr Brett Yeomans has led and managed many streams of work with distinction, particularly the 2021-22 AdBlue shortage crisis (a diesel exhaust fluid also known as AdBlue used to reduce the amount of air pollution created by diesel engines). Dr Yeomans became a critical member of the Diesel Exhaust Fluid Taskforce, which was a coordinated whole-of-government effort. The global shortage of AdBlue led to significant disruptions to Australian supply chains and the economy more broadly, including the freight, mining, agriculture, and energy sectors.

Dr Yeomans' work contributed to comprehensive mapping of industry stocks and demand, allowing the government to understand the challenge. Along with his team, he worked with AdBlue manufacturers, fuel retailers and transport and logistics bodies to replenish out-of-stock sites. This was as a result of spending countless hours working tirelessly with the Taskforce and AdBlue users and suppliers. Dr Yeomans' contribution to this piece of work avoided a significant threat to Australia's transportation sector and the broader economy.

Dr Yeomans invests considerable time in his staff, even when managing high-density workloads with many of the staff he has mentored now holding senior positions across government, who credit him with helping them to progress their career. His service and leadership to supporting Australian industry participation throughout a lengthy period of high intensity policy work is testament to his commitment to public service.

Public Service Medal (PSM)

New South Wales

Mrs Berindah Anak Aicken, NSW

For outstanding public service to NSW Corrective Services.

Mrs Berindah Aicken is a forensic psychologist who has dedicated her career to service and program provision for people in custody, particularly those who are the most vulnerable and disenfranchised. She is a well-respected senior leader and over her 20-year career she has held the role of chief psychologist and is currently the statewide manager for Specific Needs. She and her team provide complex services to people with specific needs including disability, those with acute and chronic mental health impairment and those at acute risk of suicide or self-harm who are under corrective services orders.

Mrs Aicken is herself a person with a disability and is a role model for others. It is important for Ms Aicken that other people with living experience of disability see the opportunity of having a successful career in the NSW Public Service, particularly leadership roles where they can use their skills and experience to contribute to the quality and diversity of the public service and quality outcomes for the community. She displays professional behaviour treating all people with dignity and respect, and through her work, advocates for the equitable inclusion of all people in custody, particularly those with limited capacity or agency to express their needs. She has been instrumental in the development of effective communication between Corrective Services NSW (CSNSW) and external agencies such as the National Disability Insurance Scheme, NSW Trustee and Guardian and the Mental Health Review Tribunal. She has represented CSNSW during a proceeding with the Anti-Discrimination Board and provided expert advice to the Disability Royal Commission. She was pivotal in developing a self-regulation-based sex offender program and a violent offender program for people with cognitive impairment that have been run for almost a decade.

Mrs Aicken has successfully restructured the Statewide Disability Services Team enabling incarcerated people and those transitioning to the community to receive appropriate services. She has made a significant contribution, in what is incredibly challenging work. Her innovative and empathetic approach has not only improved the quality of life for individuals but has also facilitated their supported rehabilitation and reintegration into society.

Public Service Medal (PSM)

New South Wales

Mr William Robert Birch, Narrabri NSW 2390

For outstanding public service to local government and economic development in the Narrabri Shire.

Mr William Birch is an accomplished public servant with over 19 years of dedicated service to Narrabri Shire Council in the role of manager of Economic Development. In his role, Mr Birch has set a benchmark for economic development which has contributed to significantly enhancing the region's vitality. His efforts have led to a substantial increase in Gross Regional Product for the Narrabri local government area from \$517 million in 2005 to \$3.554 billion in 2023.

Mr Birch has implemented a number of projects which he has secured significant funding for, including the Northern NSW Inland Port development, the Inland Rail Narrabri to North Star project and the Narrabri Shire Industrial and Logistics Hub. Under his leadership the Grants Team at Narrabri Shire Council secured increased funding for transport links, community services, and public infrastructure over the last five years.

Another key achievement has been his contribution to the Airport Masterplan which was instrumental in the deregulation of air services between Narrabri, Brisbane and Sydney, further opening up the region to economic and tourism opportunities.

Mr Birch's client-centric approach has transformed Narrabri Shire into a welcoming destination for businesses and investors. His effective stakeholder relations capabilities have secured many new businesses to the region.

Mr Birch has had a profound and lasting impact on Narrabri Shire, which is recognised as a vital regional economic corridor. His work has attracted substantial investment, created job opportunities, improved connectivity and has driven long-term growth and sustainability, making him an invaluable asset to the region.

Public Service Medal (PSM)

New South Wales

Mr Bernard Carlon, NSW

For outstanding public service to NSW in the area of road safety and sustainability.

In his role as the chief of the Centre for Road Safety and Maritime Safety, Mr Bernard Carlon is the leading expert on road safety in NSW and is respected nationally and internationally. He has had a 35-year career in the public service and over the past decade his work in transport safety reform has been significant.

Since 2012, Mr Carlon has led numerous critical safety initiatives including linkage of road safety crash data to better understand the real impacts and costs of road crashes; refining Australasian NEW Car Assessment Program (ANCAP) safety ratings for vehicles; consumer information programs to improve the safety of child car seats; motorcycle helmets and protective gear; developing the Safer Drivers Course for learner drivers; and a review of older drivers licensing. He has also expanded the Driver Licensing Access Program, which assists Aboriginal people and those from disadvantaged backgrounds to obtain and retain their driver's licence. In addition, he was integral in setting up the Road Trauma Support Group and works closely with victim's families in an advocacy role to positively impact road safety.

His work has contributed to the reform of the drug and alcohol legislative framework in 2018 to include expanding roadside drug testing to detect cocaine (an Australian first), extending the requirement for mandatory alcohol interlocks to mid-range drink drive offenders, and introducing roadside vehicle sanctions for repeat, high-risk offenders.

Mr Carlon led the team that developed the world's first Artificial Intelligence assisted automated mobile phone detection system to address this growing safety issue. Mr Carlon's exemplary service has led to significant improvement of road safety across NSW. Under his leadership, the launch of the of the ten-year 2021 Road Safety Strategy is estimated to have prevented 1,400 deaths and 24,000 serious injuries and resulted in NSW achieving its target to reduce road deaths by 30 per cent by the end of 2021.

Public Service Medal (PSM)

New South Wales

Ms Susan Crocetti, NSW

For outstanding public service to marine wildlife protection and conservation in NSW.

Ms Susan Crocetti has dedicated her 24-year career to the preservation and protection of wildlife, in particular safeguarding and enriching NSW's marine estate. She has played a pivotal role in raising awareness of threatened marine species and has made a real difference to the number of species recovering in the wild.

Ms Crocetti is recognised as one of Australia's leading experts in marine mammal disentanglement and strandings. Her on-the-ground assistance has been instrumental in addressing these challenging situations, contributing significantly to the protection of vulnerable marine species. Key projects she has been involved with include responding to the 2015 Bellinger River Turtle viral infection – a highly contagious disease which threatened the entire population, the NSW Right Whale ID citizen science project to identify and track endangered whales, the Seabirds to Seascapes Project which focuses on habitat restoration in Sydney Harbour in particular for penguins and seals and important work in cane toad management.

During the 2019-20 bushfires, Ms Crocetti initiated the wildlife response to animals impacted by fire. Working with veterinarians, wildlife rehabilitation volunteers and fire agencies, she pioneered new approaches for these situations. Her work informed a NSW Bushfire Inquiry recommendation which now sees significantly improved awareness and levels of care for native wildlife impacted by bushfires.

Ms Crocetti has also served as an Australian volunteer for the International Development Program in the Commonwealth of Dominica. Through her volunteer work she managed a disaster awareness information and planning tool to prepare communities for disasters.

Ms Crocetti is a strong and vocal advocate for the inclusion of marine issues in broader NSW Government projects and programs. Her work has literally been lifesaving for endangered species, and she has guided pathways for better marine wildlife management in NSW. Her positive attitude and natural diplomacy have allowed her to build trusted relationships with stakeholders contributing to great conservation results

Public Service Medal (PSM)

New South Wales

Mrs Lindy Joy Deitz, Bowral NSW 2576

For outstanding public service to NSW local government in the city of Campbelltown and surrounding region.

Mrs Lindy Deitz has dedicated her career to serving the community of Campbelltown, one of the largest metropolitan councils in NSW. She has been a tireless advocate for equity and fairness for the Western Sydney community, addressing the entrenched inequity which disproportionately affects this region of metropolitan Sydney.

One of her key achievements has been her involvement in bringing together all three tiers of government across eight council areas for the Western Sydney City Deal. This deal aims to lay the foundations for the Western Parkland City to become a thriving future-focused city that is highly connected, innovative and liveable in the next 20 years. Mrs Deitz has nurtured relationships with key stakeholders and regional leaders to influence decisions to ensure the efficient and effective coordination of infrastructure and service delivery in the Western Parkland City for the benefit of the community.

Mrs Deitz has been successful in attracting significant grant funding for transformational projects in Campbelltown through the Western Sydney Infrastructure Grants Program. She has also been the driving force behind numerous strategic projects including the Reimagining Campbelltown City Centre Master Plan, the Western Parkland City Blueprint, the Economic Development Roadmap, the Metropolis of Sydney Region Plan, and the Western City District Plan.

A key focus for Mrs Deitz has been to ensure the investment in the new Western Sydney Airport benefits the broader region so that this once-in-a-lifetime investment will have generational benefits and improve the liveability of the Western Sydney community.

Mrs Deitz's contributions and impact over her 30- year career is exemplary. She is regularly called upon across all levels of government to provide insight and advice on policy development and solutions to complex problems. She has presided over a decade of effective governance at Campbelltown City Council demonstrating integrity, passion, commitment and competence. She has achieved real and positive outcomes for her community.

Public Service Medal (PSM)

New South Wales

Mr Peter Gainsford, Concord NSW 2137

For outstanding public service to local government in Sydney's Inner West.

Mr Peter Gainsford has dedicated his public service to the Inner West local community for over 40 years. His leadership within the Inner West Council has been transformational and has resulted in substantial positive cultural changes and community outcomes.

Mr Gainsford is a passionate advocate for community harmony and respect, leading the Council's Gender Equity and Domestic Violence strategies. In 2023, he led Council staff to deliver an inclusive celebration program of the LGBTQIA+ communities as part of World Pride 2023, successfully renaming Newtown Square to Pride Square. Further supporting the community, Mr Gainsford led a unique initiative to train over 1,000 volunteers to promote and build community awareness of the Uluru Statement from the Heart and recognition and reconciliation with Aboriginal and Torres Strait Islander peoples.

He has led the economic and cultural revival of the Inner West creative communities following the COVID-19 pandemic. Partnering with Sydney Fringe Festival, and the Media Entertainment and Arts Alliance, Mr Gainsford brought together over 200 creative community representatives and political leaders to pursue an Inner West Arts recovery.

Under his leadership, Inner West Council became the first council in Australia to be powered by 100% renewable electricity, two years earlier than planned. There has also been a 75% reduction in the Council's carbon emissions. Mr Gainsford has overseen the refurbishment of the Council's infrastructure including aquatic centres, the award-winning Marrickville Library and the development of a new intergenerational park with a dementia friendly space. He is also driving the progressive construction of the Greenway – a once in a generation project establishing safe bike and pedestrian access from Cooks River to Iron Cove.

Mr Gainsford has made a substantial impact on the Inner West community and the Council staff who serve them. His competence, collegiality and service excellence are consistently demonstrated and has delivered positive impacts for the community.

Public Service Medal (PSM)

New South Wales

Ms Jill Kristin Ludford, Wagga Wagga NSW 2650

For outstanding public service to NSW Health in the Murrumbidgee region.

Throughout her distinguished career Ms Jill Ludford, chief executive of the Murrumbidgee Local Health District, has demonstrated exemplary leadership, and commitment to enhancing healthcare accessibility in rural, regional, and remote NSW. She has shown resilience navigating challenges, including bushfires, floods, a pandemic and workforce shortages, all whilst ensuring sustained delivery of high-quality health services.

Ms Ludford has pioneered initiatives to address disparities in healthcare delivery and critical health worker shortages in regional NSW. Under her leadership the Murrumbidgee Model was established to support the recruitment and retention of rural generalists in regional areas. As the first model of its kind in NSW, it has created a tailored, coordinated pathway for trainee doctors and is now provided across the state and is also informing national reform.

Ms Ludford was instrumental in overseeing the major redevelopments of a number of hospitals and established modern multi-purpose services throughout the district which can offer acute and urgent care as well as long-term nursing home type care.

Under her leadership, collaborative initiatives have resulted in the redesign of hospital functions, optimising their efficiency and responsiveness to community needs. Notably, the Living Well, Your Way initiative which targets chronic illness and enables patients to be cared for in the community by multidisciplinary teams and specialists through a shared care plan with the patient at its centre.

Ms Ludford is committed to enhancing health outcomes of Aboriginal people. She was the lead health negotiator for the NSW Government in the development of the Local Decision Making Ngunggiyalali (Accord) with Riverina Murray Regional Alliance ensuring culturally informed services for Aboriginal communities across the region.

Ms Ludford has left an indelible mark on the Murrumbidgee Local Health District positioning it as a beacon of success in regional healthcare delivery. Over 50 years in healthcare, she has had a profound impact on colleagues and community members.

Public Service Medal (PSM)

New South Wales

Ms Janelle Lesley Lynes, NSW

For outstanding public service to multicultural public education in NSW.

In her role as the leader of Multicultural Education, Ms Janelle Lynes has been able to influence and support inclusion and diversity, and has enhanced policies, programs and services for children from multicultural, multifaith and multilingual backgrounds in NSW public schools. With 12,000 students from refugee backgrounds and 38.6% of all NSW public students coming from a home where a language other than English is spoken, the work of Ms Lynes and her team is fundamental in ensuring an inclusive public education system.

Ms Lynes has overseen the successful implementation of the Refugee Leadership Strategy that assists refugee students and their families through the process of enrolling in schools, settling into communities and, for children, accessing education. She has also overseen the successful implementation of the English as an Additional Language Leadership Strategy to build the capacity of schools in meeting English language learning needs of more than 25% of NSW public school students who are learning English as an additional language. She also heads up the Department of Education's Multicultural Plan and anti-racism and multicultural education policies to ensure a more inclusive and harmonious society is led through schools. She has been instrumental in the development and release of the department's whole-of-system Anti-Racism Strategy and is responsible for the anti-racism contact officers in all NSW public schools, a role which is unique to the state of NSW, and which ensures high-level support for schools.

Ms Lynes is often first to identify system needs in response to significant local, national and global events that impact on community harmony and social cohesion. She and her team have supported schools during the COVID-19 pandemic with translation and interpreting services and supporting teachers to quickly pivot to remote learning taking into consideration unique challenges facing students with limited English language, and often limited access to technology.

The impact of Ms Lynes work is in leading strategies and programs that recognise diversity, support an enhanced understanding of culture and identify and champion the rights of everyone to belong in a society that is free from all forms of racism and discrimination. NSW public schools and countless students and families have benefited from her uncompromising standards of excellence and advocacy.

Public Service Medal (PSM)

New South Wales

Mr Daniel John Madeddu, NSW

For outstanding public service to NSW health policy reform and implementation.

Mr Daniel Madeddu has had an extensive and successful career in NSW Health, most recently as the executive director of the Centre for Alcohol and Other Drugs (CAOD). He demonstrates commitment to evidence-based policy and deftly brings together varied stakeholders to shape programs designed to reduce health inequities experienced by the most marginalised in the community.

Mr Madeddu successfully led the seminal NSW HIV Strategy 2012-2015 with the ambitious goal to eliminate HIV transmission in NSW. This signified a turning point in the approach to HIV and formed a blueprint for action that was adopted nationally. As a result, HIV among NSW residents has continued to decline, with 231 new cases reported in 2023 compared to 354 new cases in 2013. This has contributed to Australia, and NSW is particular, being viewed as a world leader in the response to HIV and AID).

As leader of the CAOD, Mr Madeddu has overseen enhanced funding for treatment programs, funding for Aboriginal workers to work in this field and for people with lived experience – all areas that have lacked adequate focus in the past. Mr Madeddu led the Government's response to the Special Commission of Inquiry into the Drug 'Ice'. He was instrumental in securing significant government funding across the health and justice portfolios to design and implement recommendations from the inquiry.

He has also led the 2018 Parliamentary Inquiry into the provision of drug rehabilitation services in regional, remote and rural New South Wales and the Keeping People Safe Music Festivals expert panel report which delivered a statewide health response to severe drug-related harm at music festivals.

Mr Madeddu is widely recognised for his dedication and perseverance to ably navigate highly complex policy areas. His work has resulted in holistic, person-centric responses that have and will continue to significantly improve health outcomes and reduce inequity across NSW.

Public Service Medal (PSM)

New South Wales

Ms Kim Olesen, North Sydney NSW 2060

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

For more than 40 years Ms Kim Olesen has demonstrated exemplary dedication and commitment to healthcare in NSW. Ms Olesen has mentored future generations of nursing and midwifery staff, including through the development of landmark professional development resources and best practice frameworks, education pathways and workforce planning. More recently, she has been an instrumental leader within NSW Health during the COVID-19 pandemic.

Ms Olesen served as the district COVID-19 response lead, spearheading the comprehensive response efforts essential in managing the crisis effectively. As the primary point of contact for COVID-19-related issues within the district, she played a crucial role in coordinating and implementing strategies to mitigate the spread of the virus. She was also the chairperson of the Local Health District COVID-19 Expert Panel, providing strategic oversight and expert guidance to inform critical decision-making.

Her leadership was instrumental in establishing the COVID-19 Vaccination Centre at St George Hospital. She developed an operational model that facilitated the efficient administration of vaccinations to the public. She also initiated a community COVID-19 clinic to enhance local testing and treatment capabilities, ensuring swift medical support for patients. Additionally, she led the Elective Surgery Recovery Project following the COVID-19 pandemic which saw a reduction in the number of overdue surgeries in the district from 3,500 to under 200.

Ms Olesen's commitment to staff welfare and communication was exemplary during this incredibly challenging period and was an inspiring leader and positive role model. More recently, Ms Olesen played a pivotal role in establishing the district Voluntary Assisted Dying Care Navigator Service, an extremely complex and sensitive area of healthcare. She developed a comprehensive model of care that ensured compassionate and dignified end-of-life care for patients whilst also meeting legislative requirements. Ms Olesen's impact on staff, patients, families, carers and the broader community has been profound. Her dedication and leadership have made a lasting contribution to NSW Health.

Public Service Medal (PSM)

New South Wales

Ms Sharon Smith, Rouse Hill NSW 2155

For outstanding public service to NSW health particularly in responding to the COVID-19 pandemic.

In her role as the chief data officer and executive director of the System Information and Analytics branch, Ms Sharon Smith ensures that NSW Health meets its state and national reporting obligations and maintains high standards of public accountability and transparency in the health system. She is highly skilled at interpreting health data and information and using data driven evidence to solve complex problems, support decision making and foster innovation to deliver improved health outcomes.

During the COVID-19 pandemic, Ms Smith played a pivotal role in NSW, not only within Health, but across government, supporting the pandemic response through the development of epidemiological modelling, health system capacity forecasting and vaccination reporting. Her work directly contributed to decision making at the highest levels of government. She worked in close collaboration with stakeholders providing expert advice to inform targeted vaccination strategies for vulnerable communities.

Ms Smith is a strong innovator and is leading the implementation of Lumos, a groundbreaking initiative which is the first of its kind in Australia. In partnership with all ten primary health networks in NSW, and 700 general practices, Lumos provides new insights on the patient journey by linking de-identified data across the health system to provide a more comprehensive view of patient pathways across the different care settings.

Ms Smith has also led the statewide development, implementation and rollout of a new Enterprise Data Warehouse for Analysis, Reporting and Decision (EDWARD) support program replacing the existing 30-year-old technology. EDWARD is a single strategic data source for performance monitoring, internal and public reporting, health service purchasing and funding, health service planning, epidemiology and disease surveillance. This was a significant undertaking with considerable risk, however the transition occurred seamlessly.

Ms Smith is an exceptional leader and mentor who has made a significant contribution over the past 36 years. She is nationally recognised for her innovative and pioneering work which gives informs policy decisions to improve health outcomes.

Public Service Medal (PSM)

New South Wales

Ms Sharon Joanne Stewart (Neville), NSW

For outstanding public service to NSW in the delivery of criminalistics services.

Ms Sharon Neville's contribution to the NSW health and justice systems cannot be overstated. Her work makes NSW a safer place by providing the highest quality forensic science to disrupt crime, minimise the impact of illicit drugs in the community, support the apprehension of perpetrators and provide answers for grieving families and victims of crime. Her expertise is relied on by authorities in NSW and sought after by other jurisdictions around Australia and New Zealand.

Ms Neville oversees testing in forensic biology and DNA, illicit drug analysis and chemical criminalistics, supporting criminal and coronial investigations including sexual assaults, homicides and identification of unknown human remains, and health initiatives that alert the community to drug harms. She is at the forefront of new technology and has overseen the delivery of projects including the implementation of a complete end to end automated robotic DNA sample processing, and the introduction of innovative approaches such as an automated sperm finder utilising artificial intelligence (a first for Australia). These projects and others have transformed the Forensic Biology and DNA Analysis lab into a world-leader.

She also introduced new DNA typing methods to support sexual assault investigations, to identify compromised human remains and technology to predict physical traits such as ethnicity, hair and eye colour. Onboarding this technology has made the Forensic & Analytical Science Service amongst the most advanced forensic biology and DNA services in the world. She was instrumental in the response to the tragic Hunter Valley bus crash providing expert DNA analysis required to identify all victims to ensure return to their families in the shortest possible timeframe. She was also part of a team of Australian forensic biologists seconded with the Australian Federal Police to identify victims of the 2004 Boxing Day tsunami in Thailand. Ms Neville has stamped an indelible imprint upon the forensic science landscape in Australia and beyond.

Public Service Medal (PSM)

New South Wales

Ms Michelle Rae Tregoning, NSW

For outstanding public service to NSW in the delivery of mathematics education in public schools.

Ms Michelle Tregoning demonstrates outstanding service and commitment to public education in mathematics. Her work developing innovative programs and projects to support the teaching and learning of mathematics has resulted in improved learning outcomes for students. Her influence can be seen in curriculum reform and improved access to high quality, research informed professional learning for teachers.

Ms Tregoning is directly responsible for the development and leadership of a number of critical initiatives. The Building Numeracy Leadership program was designed to support the teaching and learning of mathematics in some of the most socio-economically disadvantaged schools across NSW. The transformational Mathematics Specialisation Graduate Network Program supports primary graduates with a mathematics specialisation to develop their capability in teaching.

She was instrumental in the development of the Thinking Mathematically K-6 suite of resources with over 250 mathematically rich, educational videos designed to empower students, parents, and teachers. To date these resources have had over 4 million views worldwide since January 2021.

Between 2016-2019, Ms Tregoning excelled as the principal education officer of Numeracy for Early Action for Success (EAfS). EAfS was one of the department's largest initiatives, where she led and worked with 490 instructional leaders across 570 public schools building positive, collaborative relationships to enrich leadership, knowledge and the learning outcomes of over 70,000 K-6 students. Since 2020, more than 40,000 NSW Department of Education staff in 96% of public primary schools, have participated in mathematics professional development designed and led by Ms Tregoning.

The contribution Ms Tregoning has made to the leading, teaching and learning of mathematics in primary schools across the NSW Department of Education is remarkable. She is highly regarded and an inspiration to many teachers and leaders in education. Under her leadership, the landscape of mathematics education and student outcomes in NSW has changed for the better.

Public Service Medal (PSM)

Victoria

Ms Marcia Francene Armstrong, Albury NSW 2640

For outstanding public service in maternal and child health service delivery during the COVID-19 pandemic.

A champion and expert in the field, Ms Marcia Armstrong has built an outstanding nursing and maternal and child health (MCH) nursing career spanning over 40 years, 10 qualifications, four nursing specialities and countless services. Her commitment and dedication to seeking the best outcomes for mothers, babies and families has delivered positive impacts and better health and wellbeing outcomes for generations of children and families across Victoria. During the COVID-19 pandemic, Ms Armstrong was instrumental in rapidly interpreting advice from the chief health officer to provide regular COVID-19 updates to support the continuation of safe statewide MCH service delivery for children and families in Victoria.

The guidance to MCH services was pivotal in maintaining essential, face-to-face MCH service delivery, balanced with service delivery modifications, infection prevention control measures, personal protection equipment usage and social distancing to help reduce COVID-19 infection and transmission rates for families, workers and the community. Between 2020 to 2022, Ms Armstrong developed and issued over 50 versions of guidance to the MCH sector and led the development of Telehealth Guidelines for MCH services, published in October 2022.

Ms Armstrong was also instrumental in collaborating with stakeholders to develop and implement new workforce models to support continuity of care for mothers and children. This included a COVID-19 surge support model to enable the voluntary short-term secondment of MCH nurses into understaffed maternity services and the Victorian Maternal and Child Health Nurse student employment model as an additional tool to strengthen MCH workforce capacity.

Ms Armstrong always maintains a focus on service excellence and high quality MCH service delivery. Her dedication, passion and expertise have created a legacy to underpin a Victorian Maternal and Child Health Service system focused on helping children to be healthy, ready to grow and learn and thrive, as well as supporting families in their health, wellbeing and parenting journey.

Public Service Medal (PSM)

Victoria

Ms Rena De Francesco, De Francesco VIC 3057

For outstanding public service in organisational reform to better respond to sexual and family violence and support gender equality.

Ms Rena De Francesco has been a critical force, driving significant reforms in sexual assault, child abuse, family violence and gender equality in Victoria Police for more than 17 years. Her commitment to improving outcomes for Victorians and her dedication to ensuring gender equality have demonstrated outstanding public service.

Ms De Francesco's achievements include the establishment of 27 Sexual Offence and Child Abuse Investigation Teams (SOCITs) consisting of over 500 detectives statewide, and the establishment of five Multidisciplinary Centres (MDCs) across Victoria to implement an enhanced and holistic response for sexual assault and child abuse victims. These reforms co-located Victoria Police SOCIT teams with the Victorian Child Protection Service, Centres Against Sexual Assault and the Victorian Institute of Forensic Medicine and transformed the police investigative model to be victim-focused and trauma informed.

Ms De Francesco has led transformational organisation change as a founding member of both Family Violence Command and the Gender Equality and Inclusion Command at Victoria Police. In her role as the assistant director at Gender Equality and Inclusion Command, she led the development and delivery of Victoria Police's first 10-year gender equality strategy 'Equal, Safe and Strong', a national first for a law-enforcement agency. Ms De Francesco is now continuing her leadership and role in transformational service delivery change as the director at Family Violence Command, Victoria Police as part of a job-share role which is also the first executive job share in Victoria Police.

Ms De Francesco continues to drive systemic change by leading and transforming Victoria Police's responses for victims and the community in sexual assault, child abuse and family violence and in strengthening perpetrator accountability.

Public Service Medal (PSM)

Victoria

Ms Lisa Marie Jackson, VIC

For outstanding public service in emergency management.

Ms Lisa Jackson discovered her passion for emergency management and service to the Victorian community in May 2009, where she joined the Country Fire Authority (CFA) as a volunteer with the Wandong Bridge. After five years in the CFA, Ms Jackson joined Emergency Management Victoria (EMV) in the field of lessons management.

Ms Jackson's selfless dedication to service excellence and innovation is exemplified by her pioneering role in the development and implementation of the Emergency Management Lessons, Evaluation and Review Network Framework (EM-LEARN). Since its inception in 2015, EM-LEARN has transformed the emergency management sector by providing a structured platform for lessons and knowledge dissemination, collaboration and continuous improvement. Ms Jackson's visionary leadership in establishing EM-LEARN has positioned EMV as a leader in lessons management, enabling collaboration and coordination across the emergency management sector and fostering safer and more resilient communities in Victoria.

Ms Jackson's service extends to her leadership roles in various impactful projects and initiatives. Her establishment of the first 24/7 state-level intelligence function within Victoria showcases her visionary approach to addressing complex challenges in emergency management. With a wealth of experience in operational and strategic intelligence, Ms Jackson guided the team through several major emergencies, including the Black Summer Bushfires and the COVID-19 pandemic, where the State Intelligence Unit provided specialist intelligence advice to senior operational decision makers. Under Ms Jackson's stewardship, the State Intelligence Unit has evolved into a cornerstone of major emergency management, providing essential information and intelligence to inform critical decision-making processes. Ms Jackson's unwavering dedication to helping others grow and achieve their goals is evident in her leadership style, characterised by compassion, mentorship and a relentless pursuit of excellence.

Ms Jackson has left an indelible mark on the emergency management landscape, embodying the values of service, innovation and leadership that define the highest standards of public service.

Public Service Medal (PSM)

Victoria

Mr Mark Johnstone, VIC

For outstanding public service in financial policy and economic reform.

Mr Mark Johnstone's 17-year career at the Department of Treasury and Finance (DTF) demonstrates his dedication to financial and economic reforms and his commitment to continuous improvement, leading to the delivery of better outcomes for the Victorian community. In his role as an executive director, Mr Johnstone has worked tirelessly with his team, departments and agencies to identify and prioritise areas of need within the community and support businesses.

Mr Johnstone demonstrates an ongoing commitment to continual improvement and ensuring efficient and effective services delivery. Some key achievements include playing an instrumental role in the establishment of Victoria's Better Regulation Unit, which was responsible for introducing and leading an innovative and comprehensive whole-of-government program to identify and reduce government red tape to improve business competitiveness and economic productivity. This unit has also led Victoria's contribution to national regulatory and competition policy reforms, to enable the seamless regulation and operation of industries across state borders and support productivity and economic growth.

Mr Johnstone has advised government on key program and policy areas, including the Business Support Fund which is an economic survival package, international quarantine of travellers during the COVID-19 pandemic, the emergency accommodation framework, a range of policies across educational sectors to support children in kindergarten and school, as well as a complex public health response.

Mr Johnstone has successfully implemented regulatory reform initiatives, market reforms and new economic and industry policies. These have generated excellent outcomes for community, including improving business competitiveness and economic productivity. Mr Johnstone has played a critical role in ensuring that these reforms have had input from across DTF policy areas to ensure the development of comprehensive frameworks, which enables informed decision making by the government.

Public Service Medal (PSM)

Victoria

Mrs Kirsty Savage, Croydon VIC 3136

For outstanding public service to the Aboriginal community and delivery of projects.

Ms Kirsty Savage has dedicated most of her working life to supporting community, either working with Aboriginal community-controlled organisations or with the public service. Her commitment to improving the lives of Aboriginal people means she has led both Aboriginal and non-Aboriginal programs in the public service, including in her role as senior manager of the Aboriginal Water Program.

Ms Savage worked with Traditional Owners across Victoria to lead and deliver Victoria's Aboriginal Water Program, Water is Life, the first water strategy in Australia to set a pathway for sharing power and resources for water management with First Peoples. In the creation of Water is Life, Ms Savage tirelessly negotiated a pathway through the complex existing legal water-rights frameworks to deliver a roadmap for the future. It was Ms Savage who took the calls from community about their expectations in relation to self-determination and water policy and worked to articulate those expectations. Water is Life set a new benchmark for true partnership with Traditional Owners in policy development and design in Victoria.

Ms Savage is trusted by both the Aboriginal community and by senior public servants and government ministers. She worked tirelessly to navigate a commitment in Water is Life to protect existing water rights while paving the way to recognise future water rights for Victorian Traditional Owners, based on their 40,000-plus years of connection to country. Ms Savage is a professional public servant, who has carried an enormous cultural load for her community.

Ms Savage will leave a legacy of fundamental change to the way public servants and government officials think about the management of water resources in Victoria and how they work with Aboriginal Victorians in returning power and resources.

Public Service Medal (PSM)

Victoria

Dr Karen Sutherland, VIC

For outstanding public service in the protection of vulnerable children and families.

Dr Karen Sutherland has dedicated her entire career to improving outcomes for children and families, particularly those who are vulnerable. Dr Sutherland commenced work as a social worker with the then Ministry of Education in 1986, supporting school children and school communities. Since then, Dr Sutherland has held a range of roles across the public and private sector before taking up her current role as the director of Child Protection, Inner Gippsland Area at the Department of Families, Fairness and Housing in 2017.

In her current role, Dr Sutherland leads all matters related to the overall operations of the Child Protection program with great care and diligence. She has led program changes and adaptations needed to meet statutory and service delivery responsibilities during a time of significant challenges, primarily demand challenges coinciding with staffing-capacity issues. In child protection, high demand means many children at risk, and Dr Sutherland always remains unwavering in her focus on children and families' best interests, quality practice, effective operations and the safety and wellbeing of staff, while demonstrating strong and decisive leadership.

A key focus for Dr Sutherland has been advancing Aboriginal cultural safety in child protection by establishing the Aboriginal Elders Panel in 2019, creating and chairing a working group focused on perpetrators of family violence in Aboriginal communities. She also authored a project proposal leading to the funding of a local Aboriginal community controlled organisation to deliver enhanced service response to families involved with child protection.

Dr Sutherland's entire body of work has and will continue to have significant and lasting effects at both individual client and system levels. Her extensive collaboration with police, the education sector, Aboriginal service providers, health services and other sectors has delivered evidence-based and purposeful change for Victoria's most vulnerable children.

Public Service Medal (PSM)

Victoria

Dr Paul Bernard Thornton-Smith, Kew VIC 3101

For outstanding public service in electoral research and legislation.

An architect of Victoria's current electoral legislation (The Electoral Act 2002), Dr Paul Thornton-Smith supported the Electoral Boundaries Commission for 20 years and was involved in expert advisory panels to ensure that both state and local government boundaries in Victoria are configured to protect the 'one vote, one value' principle for a fair and democratic model of electoral excellence.

Victoria is the acknowledged Australian leader in electoral research, partly as a result of Dr Thornton-Smith's dedicated excellence in research capability. The Victorian Electoral Commission (VEC) has innovated in the research area for more than two decades, with a cost-effective online research panel, regular monitoring of trust and confidence in the VEC to ensure protection of election integrity, implementation of the Electoral Regulation Research Network and conduct of the world's largest informal voting research project with renowned academics.

Dr Thornton-Smith helped to launch the highly-regarded Electoral Regulation and Research Network and has enjoyed collaborative relationships with electoral management bodies and academics around the country as a result. The VEC is the only commission to have an ongoing online research panel, saving Victorian taxpayers an enormous amount on the cost of research consultancies. Dr Thornton-Smith helped to introduce this functionality to the VEC.

Jointly spearheaded by distinguished academics and Dr Thornton-Smith, the world's largest academic study on informal voting is soon to be published and is expected to influence how all Australian electoral bodies will design their education and service provision to minimise the occurrence of informal voting. Dr Thornton-Smith's accomplishments demonstrate a good example of the impact that extensive knowledge and research can have in shaping the democracy we enjoy today.

Public Service Medal (PSM)

Victoria

Ms Sharyn Marie Williams, Walmer VIC 3463

For outstanding public service in the agricultural sector and supporting Victoria's rural regions.

Ms Sharyn Williams is a highly accomplished public sector leader with more than 25 years' experience spanning science, policy and operations. Ms Williams has dedicated her life to supporting Victoria's rural regions and agriculture sector, particularly in relation to responding to biosecurity emergencies and driving regulatory reforms to deliver better outcomes for the agricultural sector.

In the established weed and pest area, Ms Williams has led significant reforms, working across government, industry, local government and community to identify, promote and encourage better outcomes and change the culture. She has done this by establishing an evidence base and demonstrating the case for change, navigating the authorising environment, establishing co-governance arrangements and implementing new programs and performance measures consistent with the reforms. This approach places community at the centre and is already delivering greater outcomes across land tenures.

In 2022, Ms Williams was responsible for the establishment of the Biosecurity Service Centre which is now a 'one stop shop' for the customer-facing regulatory service, e.g. provision of licences, permits and approvals. She has led the work to develop the business processes, capability uplift and service changes that have supported the implementation of digitalisation of regulatory services through AV Connect. This has recently gone live, with the agricultural chemical licencing and permits the first service to be transitioned from a manual paper-based process to fully online, with the associated benefits of greater efficiencies and vastly improved service offering.

Ms Williams is a class two controller for biosecurity emergencies and capably led Victoria through the 2020 avian influenza outbreak, the largest biosecurity emergency Victoria has faced in more than 20 years. Her passion is bringing people together across government, industry and community to tackle challenging issues and implement partnership and place-based approaches with communities, including Traditional Owners, to manage established pests and weeds.

Public Service Medal (PSM)

Victoria

Mr Luke Cameron Wilson, Wodonga VIC 3690

For outstanding public service in the advocacy and support of regional communities during the COVID-19 pandemic.

Mr Luke Wilson was Victoria's inaugural Cross Border Commissioner from 2018 until he retired in 2025. In this position he has demonstrated an exceptional level of service to border residents and businesses, and to governments as they look to implement policy impacting border communities. In both this and many prior roles, Mr Wilson has led policy development on key issues facing Victoria's rural and regional industries and communities, including productivity growth, land use planning, drought, urban water, social licence and other drivers of value and adjustment.

Mr Wilson exceeded expectations in being able to identify, address and respond both in working with government and with stakeholders, to key issues impacting cross-border communities toward resolving both long-standing and unexpected or new (e.g. COVID-19) issues affecting these regions. One of his most recent achievements has been his advocacy for a new fuel station to be built at Murrayville, which gives this remote community access to fuel on the Victorian side of the border 24/7.

Mr Wilson has worked to implement key initiatives and reforms for border communities - from creating a team of border brokers during the pandemic, to ensuring border communities have access to vehicle registration discounts for apprentices, Victoria's Free Nursing and Free Teaching scholarships, and the V/Line regional fare caps. He has worked tirelessly with residents, businesses and community organisations to identify and advocate for matters affecting residents living on the border.

During the COVID-19 pandemic, Mr Wilson was available 24/7 to respond to enquiries from border residents. During the period where travel restrictions were enforced at the border, the Office of the Cross Border Commissioner received more than 9,000 enquiries. He believed that if one border resident is affected, then it is an issue to be investigated. No matter how small, Mr Wilson addressed the issue, speaking to his ability to see both the big picture and the impact on individuals.

Public Service Medal (PSM)

Queensland

Mr Alister Cullen, Rockhampton QLD 4701

For outstanding public service to the Indigenous community and business engagement in Queensland.

Over the past 46 years, Mr Alister Cullen has been a loyal and dedicated, yet tenacious and determined public servant within Queensland's Department of Transport and Main Roads (DTMR). His ability to mentor, lead and inspire others to invest in strategic forward movement has led to outstanding outcomes for the department, local government, Indigenous Australians and the wider community.

As a key influencer and driver for the ground-breaking Peninsula Developmental Road Indigenous Land Use Agreement, he has been integral in the transformational change effected through the department's commitment to support Indigenous community and business engagement. Mr Cullen's efforts will leave an enduring beneficial legacy in terms of infrastructure maintenance and development, project and community leadership, local industry economic opportunity, and diversity and inclusion in the local workforce.

Mr Cullen's work has elevated the cultural awareness of DTMR employees and set the benchmark for other government agencies in navigating cultural sensitivity in the industry, providing project and community leadership, improving industry economic opportunity and workforce diversity and inclusion, and contributing to reconciliation.

His efforts will leave an enduring beneficial legacy in terms of infrastructure maintenance and development, project and community leadership, local industry economic opportunity, diversity and inclusion in the local workforce, and setting national standards.

Public Service Medal (PSM)

Queensland

Dr Keith Graham OAM, Shailer Park QLD 4128

For outstanding public service in leading Queensland and national school sports recovery in response to the COVID-19 pandemic.

Dr Keith Graham OAM has been a state school educator since 1990 and a principal since 2008. He is currently a senior principal in the School and Region Review branch, leading a team of state-wide school reviewers.

Dr Graham showed outstanding public service through leadership of school sport at a state and national level in response to the COVID-19 pandemic and in growing greater inclusion opportunities within these programs as they became reactivated. He navigated challenges including state and territory individual guidelines and regulations around pandemic management, and a vastly reduced income stream due to the user pays nature of school sport and its suspension during this time.

Dr Graham drafted a new strategic plan incorporating new and innovative ways of working and thinking post COVID-19, to ensure the earliest re-start of national school sport and the best financial options for parents while remaining COVID-19 safe. He also led the rationalisation of School Sport Australia operations and staffing to ensure the organisation remained financially viable after this difficult period.

Dr Graham's innovations saw School Sport Australia emerge in a financial position to rebuild and continue providing services to students across Australia. The latter part of 2022 saw school sport national championships re-commence, as COVID-19 restrictions lifted, providing valuable and memorable opportunities to parents and students across Australia.

Four years on, sport is back at state and national level with great female and multi-class athlete participation, and most importantly School Sport Australia is financially viable, providing cost-effective championships across Australia. Under Dr Graham's stewardship, the Queensland Representative School Sport program has proudly grown to ensure it is inclusive and accessible to all students across the state, with particular attention to remote and rural students.

Public Service Medal (PSM)

Queensland

Ms Belinda Lewis, QLD

For outstanding public service to public health policy and program delivery in Queensland's health sector.

Ms Belinda Lewis has demonstrated service excellence and sustained leadership to deliver innovative policy and programs, improved efficiencies and meaningful outcomes in the areas of women's health, palliative and end-of-life care, and aged care including leading engagement and support for the sector, including during the COVID-19 pandemic.

Ms Lewis has been responsible for development and delivery of a future-focused strategy to drive improved women and girls' health. This was accompanied by a new multi-million-dollar investment to implement new initiatives and improved services to improve women and girls' long-term health and wellbeing, and to drive structural change for women and girls in Queensland, driving better health and economic participation.

Ms Lewis has been commended for her personal drive for structural change for women and girls, motivated by her lived experience of women's health issues, and supported through her leadership for evidence-based policy development and advice to Government. Her passions have been to normalise conversations about women's health issues; provide evidence-based advice about opportunities to reduce stigma and shame surrounding women and girls' health issues and develop policy options that respond to little-understood health needs for women, including perimenopause and menopause, and the impacts of pelvic ill-health conditions such as endometriosis and polycystic ovary syndrome, on both individuals and the economy.

Ms Lewis also worked closely with clinicians and other key stakeholders including consumers to drive the development and delivery of the Palliative Care and End-of-Life Care Strategy, including innovative programs such as the Specialist Palliative Care in Aged Care Program – an innovative Australian-first service model delivering improved palliative supports for aged care residents. The Strategy delivered Queensland's Palliative Care Reform Program, resulting in an 87% uplift in the palliative care workforce and improved access to community-based and in-home palliative care services, particularly in rural and remote communities.

Public Service Medal (PSM)

Queensland

Mr David John Mackie, QLD

For outstanding public service to public sector administration and policy reforms in Queensland.

Mr David Mackie is a well-respected senior executive with 34 years' experience in the Queensland public sector. As the Public Sector Commissioner, Mr Mackie is leading the Public Sector Commission (PSC), Queensland, to deliver the Even better public sector for Queensland strategy 2024-2028 and build the capability of Queensland's largest workforce.

Mr Mackie was the chair of the Integrity Reform Steering Committee, established to implement recommendations of the Coaldrake Review into culture and accountability in the Queensland public sector. Mr Mackie is also the Chair of the Police Integrity Unit Working Group established to make recommendations to Government on a new model for the investigation of complaints against police. Prior to being appointed as the Public Sector Commissioner in mid-2023, he was the Director-General of the Department of Justice and Attorney-General (DJAG) between 2015-2023.

Mr Mackie has also previously held senior executive positions in DJAG and with the Anti-Discrimination Commission Queensland, the Commission for Children and Young People and Child Guardian, and the Commission of Inquiry into the implementation of the Queensland Health Payroll System. Mr Mackie has also provided stewardship of the portfolio entities within the DJAG, including the Crime and Corruption Commission, Office of the Information Commissioner, the Electoral Commission of Queensland, the Queensland Human Rights Commission and the Queensland Family and Child Commission

Public Service Medal (PSM)

Queensland

Ms Deidre Ann Mulkerin, QLD

For outstanding public service to child protection, women's equity and disability services.

Ms Deidre Mulkerin has dedicated her public service career of more than 35 years to improving the lives of children, young people and families and leading change and reform. Ms Mulkerin has a passion for listening to, supporting and caring for the most vulnerable in our community, and advocating on their behalf.

From starting her career as a frontline child safety officer to leading a department as Director-General, Ms Mulkerin's career has spanned a range of human services roles in Queensland and NSW in child protection, housing, domestic and family violence and disability services. Ms Mulkerin has held policy, operation and program delivery roles, and has extensive reform implementation and program management experience.

Considered an expert in the field of child protection, Ms Mulkerin is highly regarded by stakeholders, the community sector and her government peers across the country. She is recognised as an advocate for system improvement and change. A role model and popular leader, Ms Mulkerin is well known for her expertise and generosity in developing and mentoring leaders from across the human services sector.

In recent years as a Director-General in Queensland, she provided critical leadership of her frontline workforce during COVID-19. This included implementing swift operational change and sensitively navigating with external partners and clients through the impacts of COVID-19.

Ms Mulkerin has devoted her career to the safety and care of our most vulnerable children, young people and families. She has championed system improvements and implemented change. She has undoubtedly made a positive impact on the lives of children, young people and families, and in developing and mentoring frontline staff and future leaders.

Public Service Medal (PSM)

Queensland

Mr Silvio Giovanni Trinca, Springwood QLD 4127

For outstanding public service to local government infrastructure and disaster recovery.

In 42 years of government service, Mr Silvio Trinca has overseen transformative infrastructure projects in Western Australia and Queensland, led significant disaster responses, and guided Logan City Council (LCC) through challenging times. After three years as an engineer with the Western Australian Government, Mr Trinca transitioned to local government, working for the City of Perth, City of Stirling and City of Canning. He led the delivery of a pioneering integrated regional resource recovery centre and oversaw a planning and implementation of a new administration and civic centre.

In 2008, Mr Trinca became the deputy chief executive officer at LCC, representing the city in essential intergovernmental and utility negotiations. He led the revival of Logan's water business after the 2012 disbandment of Allconnex and played a key role in integrating key infrastructure from two other council areas into the city during local government amalgamations.

As Logan's local disaster coordinator, Mr Trinca guided Logan through major flood events in 2017 and 2022. In 2016, he also negotiated a historic infrastructure agreement for priority development areas, ensuring critical infrastructure for 170,000 residents. In 2018, Mr Trinca assumed the role of acting chief executive officer at Logan City Council, leading the organisation through legal challenges, investigations, and the COVID-19 pandemic with calm and effective leadership.

As state president of The Institute of Public Works Engineering Australasia, Western Australia from 2005 to 2006, Mr Trinca played a pivotal role in mentoring young professionals. As an advocate for professional development in the engineering community, Mr Trinca sponsored the LCC Engineering Leadership Forum, highlighting his dedication to education and personal growth.

As an ethical and authentic leader, Mr Trinca shows genuine compassion, makes tough decisions in challenging circumstances, and leads with a commitment to positive community impact and improved lifestyles.

Public Service Medal (PSM)

Queensland

Mr Gerald Paul Turpin, Mooroolool QLD 4870

For outstanding public service to Ethnobotany and championing Indigenous science and research.

Mr Gerald Turpin is an Mbabaram man from north Queensland with familial links to Tableland Yidinji, Nadjon and Kuku Thaypan. Mr Turpin began his more than 30-year career with the Queensland Government, with the Queensland Herbarium's Ecological Survey and Mapping team.

He is now a senior ethnobotanist and leads the Tropical Indigenous Ethnobotany Centre (TIEC) at the Australian Tropical Herbarium in Cairns. TIEC is an initiative established to support Traditional Owner groups to record and use Indigenous ethnobiological and ethnoecological knowledge for cultural use on Country. The initiative is a partnership between the Queensland Department of Environment, Science and Innovation, James Cook University and the Commonwealth Scientific and Industrial Research Organisation (CSIRO).

Mr Turpin works tirelessly with many Traditional Owner groups on Cape York, across Queensland and around Australia. As an Indigenous ethnobotanist, he has a strong cultural commitment to facilitating effective partnerships that support Indigenous communities to protect, manage and maintain their cultural knowledge on the use of plants.

Through his work, Mr Turpin has helped ensure that the botanical, biocultural and language knowledge of Traditional Owners is recorded, shared and passed forward to future generations within Indigenous communities.

Public Service Medal (PSM)

Western Australia

Ms Nayantara Gupta, South Fremantle WA 6162

For outstanding public service in developing legislation for children's rights and wellbeing.

Ms Nayantara Gupta has excelled as the director of Legal Services and General Counsel for the Department of Communities, becoming a leading authority on Western Australia's child protection legislation. During her 40 years of service in the public sector in Western Australia and prior to that in Victoria, she has made a remarkable difference to the lives of the children and families, particularly those involved with the Department and the Western Australian community.

Since joining the Department in 1995, after working in Legal Aid Victoria, Ms Gupta has provided high level legal advice on matters including child protection, adoption and relevant family law matters and legislative policy, civil litigation and historical abuse matters and redress schemes. Her expertise of these matters has assisted and influenced the decision making of the department's portfolio ministers, directors general, and corporate executives tremendously. Most recently, Ms Gupta has advised on a range of legal issues regarding disability services in Western Australia, including the provision of advice in relation the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

Ms Gupta's leadership skills and expertise are highlighted by the key Western Australian legislation amendments she has led and consulted on, including the development and implementation of the *Children and Community Services Act 2004* and consequent repeal of the *Child Welfare Act 1947*, replacing the State's over 50-year-old child protection laws. The impact of Ms Gupta's contribution has seen the development of a legislative framework of lasting reforms that have stood the test of time, with review and amendments in response to significant policy developments, including strengthening Aboriginal participation in child protection processes.

Ms Gupta's outstanding service to the department and community has been demonstrated through her sustained focus on achieving a framework of contemporary laws for children's protection and wellbeing. Her dedication has undoubtedly elevated the children of Western Australia's best interests and participation in decisions affecting them.

Public Service Medal (PSM)

Western Australia

Mr John Marrapodi

For outstanding public service in managing natural disasters, security threats and emergencies for the Department of Education.

Mr John Marrapodi, in his role as manager of Security and Emergency Management has excelled in delivering high level service to the Department of Education and Western Australia. His extensive contributions over his 40 years of service, paired with his exceptional knowledge and expertise in the field has significantly enhanced the safety of the department's properties, assets, students, and staff across Western Australia.

Since joining the department in 1983, he has demonstrated innovation in emergency management by developing the Principle's Guide to Bushfires resource and by playing an instrumental role in the Safer Building upgrade programme. Mr Marrapodi has also shown exceptional commitment to the community by organising annual bushfire risk assessments, promoting safety initiatives like the School Watch Program, and supporting schools with bushfire plans. He has been commended for providing prompt and effective resolutions of issues around the clock and for his open communication channels through his regular attendance at emergency management meetings.

Mr Marrapodi has driven continuous implementation of best practices in policy across the education sector through his adoption of the Australian Fire Danger Rating system which has ensured the state has effective emergency management. This drive and effort have resulted in him successfully managing a wide range of emergencies for approximately 300,000 students and 32,000 staff.

Mr Marrapodi's dedication to the state extends well beyond planning and policies. His capability under pressure is displayed by his swift response to major incidents, such as the 2023 infrastructure fire at Comet Bay College. His unwavering commitment during emergencies is also evident from his response to 621 incidents in 2020 and his leadership during the severe cyclones in 2021.

Mr Marrapodi's proactive approach to disaster response planning, risk mitigation, and promotion of safety initiatives has significantly enhanced the safety and security of school communities in Western Australia.

Public Service Medal (PSM)

Western Australia

Mr Andrew John Pyke, Trinity Beach QLD 4879

For outstanding public service through strategic leadership and operational activities that have developed the road network and expanded the mining activity in the Pilbara.

As the regional manager and director of Main Roads Pilbara, Mr Andrew Pyke has rapidly expanded the mining activity in the Pilbara. He has utilised his 29 years of knowledge and experience to develop safer and more efficient roads for the transportation of minerals in the Pilbara to the major ports of Port Hedland and Dampier.

In the last nine years leading Main Roads Pilbara, Mr Pyke has displayed outstanding leadership by managing their engagement with the Mining Industry to transform road transport infrastructure in the Pilbara. Mr Pyke has secured joint government and mining funding through his collaboration efforts and ability to form strategic relationships with relevant public and private entities. As a result, he has established contracts to deliver upgraded public road and bridge assets to benefit the safety of the community. He is also responsible for negotiating further funding for infrastructure works which are currently in development.

Mr Pyke has demonstrated his devotion to magnifying Australia's mining sector as he negotiated an agreement for the Onslow Iron Ore Project in the Pilbara. This agreement is the first of its type in Australia and would not have been possible without his expertise and determination. The Onslow Iron Ore project will see the development of a new public road that will carry 330 tonne autonomous trucks alongside the existing road. This agreement Mr Pyke strategically secured will be responsible for 25 million tonnes of iron ore exported annually out of Australia and an operational workforce of 1,600.

Mr Pyke has been an essential player in expanding the Australian mining industry and to Main Roads Pilbara. His decades of expertise have resulted in the establishment of essential road transport links in the Pilbara which are generating a considerable portion of Australia's export income.

Public Service Medal (PSM)

South Australia

Ms Kerry Beck, Hahndorf SA 5245

For outstanding public service in social justice, child protection and family services.

Ms Kerry Beck is the director of Safer Family Services in the Department of Human Services. Kerry has dedicated her career of more than 20 years to social justice and ensuring the voices of South Australia's most vulnerable people are heard and respected. Ms Beck has been a key driver of systems reform centred around the protection and safety of some of SA's most vulnerable people, including people experiencing homelessness and children entering the statutory child protection system.

In the early 2000's Kerry was an integral leader in the homelessness reform in SA. Her commitment to ensuring the delivery of services for children has meant that service systems have evolved to having a focus on children, their experiences and their needs. This includes the development of a service system infrastructure for homeless children and the design and implementation of South Australia's Homelessness Strategy 2009-2013.

Ms Beck is a fierce advocate for those who are disempowered, disadvantaged, oppressed and vulnerable and works to change systems to reduce barriers and ensure systems are working in client centred ways. She leads workplace culture of continuous learning to elevate voices of Aboriginal and Torres Strait Islander people and staff. Through partnership with Aboriginal leaders with Safer Family Services' service partners, including non-government and Aboriginal community-controlled organisations, Ms Beck led the development, through yarning circles, of an Aboriginal Cultural Practice Framework for Safer Family Services. Implemented in 2022, the framework guides development and review of structures, processes and policy, supporting culturally safe and responsive practice. It holds the organisation and individuals accountable and calls for continual challenge of self and system.

Ms Beck has demonstrated leadership for social justice through change in both homelessness and child protection across her career. She is a fierce advocate for those who are disempowered, disadvantaged, oppressed and vulnerable and works to change systems to reduce barriers and ensure systems are working in client centred ways.

Public Service Medal (PSM)

South Australia

Mr Adam James Reid, SA

For outstanding public service in industry development and economic growth.

Mr Adam Reid has been employed in the South Australian public sector for over 20 years and is currently the chief executive of the Department of State Development. He is responsible for delivering sustainable economic growth and a resilient economy driven by industry development, science and innovation policy and program delivery.

Mr Reid led the purchase and planning of the Tonsley Innovation District following the closing of local manufacturing by Mitsubishi in Australia in 2008. He led the purchase and planning for the site which was the foundation of a long-term investment by the government in the southern suburbs of Adelaide. There are currently around 2,000 employees across 140 organisations employed at Tonsley which is more than double than when Mitsubishi closed.

This was followed by Mr Reid leading the development and implementation for SA Government's response to the closure of Holden, and the associated transition of the state's automotive supply chain. This included the development and implementation of the Northern Economic Plan that supported the industries and communities most seriously impacted by the auto industry closure. A key component of the plan was the establishment of a small business development fund that directly supported the establishment and growth of approximately 200 businesses across northern Adelaide. In 2012, Mr Reid developed and implemented South Australia's Manufacturing Works strategy and went on to develop the subsequent Advanced Manufacturing Strategy in 2023.

Mr Reid has actively driven and lead the development of the South Australian Defence Industry Workforce and Skills Action Plan. The plan sets out the approach, and financial commitment by the State and Commonwealth, to deliver current and planned naval shipbuilding and sustainment programs in South Australia, including nuclear-powered submarine construction under the AUKUS partnership. He continues the leadership of this vital activity, ensuring the implementation of the plan's 18 initiatives.

Public Service Medal (PSM)

South Australia

Mr Panagiotis (Peter) Tsokas, SA

For outstanding public service in local government leading the City of Unley in strategic and environmental planning and reform.

Mr Panagiotis Tsokas has an extensive career within state and local government. He was appointed as the chief executive officer in 2011 at the City of Unley. He has delivered programs and strategies to assist the city's Council including the development of several key strategies: Cultural Plan, Living Well Plan, Active Ageing Plan, Environment Strategy, Asset Management Plans and Open Space Plan.

From 2009, Mr Tsokas has been a board member on nine different boards and Committees and currently sits on the Local Government Transport Advisory Panel. He has led the City of Unley to tackle groundbreaking work through a world first project to identify and monitor tree canopy changes with the goal of incentivising residents to plant and retain trees. The project includes an app that allows residents to view the proportion of tree canopy cover on their property.

In May 2021, the City of Unley recorded a higher assessment score than 341 Australian councils assessed through the Informed City Climate Change Government Assessment which included a top score for greenhouse gas emissions reduction. This environmental work led to Mr Tsokas and the Mayor of Unley being invited to the 2023 United National Climate Change Conference in Dubai to represent local government.

Mr Tsokas' leadership and commitment to excellence filters through the organisation at every level and positively impacts the broader community. Mr Tsokas' commitment to contributing to the wider community at an executive and voluntary level will be long-lasting and impactful to individuals and community groups.

Public Service Medal (PSM)

Tasmania

Mr Warwick Brennan, Geilston Bay TAS 7015

For outstanding public service to public sector communications, particularly emergency and incident management communications in both Tasmania and New South Wales.

Mr Warwick Brennan has made a significant contribution to public sector communications through key leadership roles in the Department of Primary Industries, Water and Environment, the Department of Premier and Cabinet, and the Department of Police, Fire and Emergency Management.

After joining the Tasmania State Service in 1997, undertaking various roles in communications and media teams, Mr Brennan was appointed as the director of Communications at the then Department of Primary Industries, Water and Environment. It was his breadth of knowledge, experience and extensive network of contacts that led to his secondment as the manager of the Public Information Unit (PIU) as part of the Tasmanian Government's response to the COVID-19 pandemic, a role he held for the entire three-year response.

In this role, Mr Brennan led more than 50 different staff in the PIU, both on short-term placements under interoperability arrangements, while others were for longer periods, or for the duration of the response. Mr Brennan has adapted his journalism skills to excel in communications, whether that be internal to an agency, liaison with specific stakeholder groups or engagement with the general public. He has been particularly effective in the engagement of the public in emergency management responses, for example biosecurity breaches, bushfires and the COVID-19 pandemic. Many of the staff who accepted roles within the PIU did so because of the positive experience of previously working under Mr Brennan's leadership or were aware of his reputation as an exceptional practitioner and leader.

Public Service Medal (PSM)

Tasmania

Ms Ingrid Ganley, TAS

For outstanding public service in improving the lives of people with disability in Tasmania.

Ms Ingrid Ganley has been an employee of the Tasmanian State Service for more than 35 years. Entering the service as a graduate from the University of Tasmania, Ms Ganley has excelled in her leadership of reform activity with a focus on community and disability services.

In a significant period of reform for Tasmania during the 2000s, Ms Ganley played a significant role in the establishment of community-based disability services as a result of the closure of Willow Court, a large government run institution for people with disability. In addition, Ms Ganley led the reform of funding to the disability community sector through the establishment of unit pricing, ensuring a transparent and accountable approach to the funding of disability support services.

Ms Ganley was integral in the establishment and resourcing of the Individual Funding Unit post the proclamation of the *Disability Services Act (2011)* to enable individualised funding to people with disability who wished to manage their own disability supports and services, thereby empowering Tasmanians with disability in their choice of service provider and control of their own funded supports.

In 2013, Ms Ganley led the charge for the launch of the National Disability Insurance Scheme (NDIS) in Tasmania, proposing an age cohort approach to ensure Tasmanians with disability could access the benefits of the NDIS and have surety about when and how they could enter the scheme. Her passion to improve the lives of people with disability led to the establishment of supported accommodation, community access and respite services based in the community and provided by community sector organisations.

Public Service Medal (PSM)

Tasmania

Mrs Catherine Mc Donald, Old Beach TAS 7017

For outstanding public service to the Tasmanian community, particularly those who are vulnerable and in financial distress or facing hardship.

Mrs Catherine Mc Donald is a true champion when it comes to serving and supporting members of the Tasmanian community particularly in her dealings with those who are genuinely in need and are seeking financial support through various programs.

This includes her work in managing financial support during COVID-19, the October 2022 floods and the Heating Allowance. Mrs Mc Donald demonstrates a high level of care and respect with all her clients who are people either going through a tough time and/or are vulnerable to financial distress or hardship.

During COVID-19, Mrs Mc Donald provided training to other state service employees on multiple occasions to ensure there were sufficient staff trained to help those in need gain financial support available as quickly as possible. Mrs Mc Donald has provided service excellence to those in need always offering extra support, providing advice on other services available and following up to find suitable options and assistance well beyond the scope of her role.

Public Service Medal (PSM)

Tasmania

Mr Simon Thomas Roberts, New Town TAS 7008

For outstanding public service to policy development and implementation in security and emergency management.

Mr Simon Roberts has demonstrated exceptional leadership and made significant contributions to policy development and implementation in security and emergency management throughout his more than 28 years of service to the Tasmanian community.

Mr Roberts led the establishment of the Office of Security and Emergency Management at the Department of Premier and Cabinet in 2015 before joining the Department of Health (DoH) as the director of Policy and Projects in the COVID-19 Emergency Coordination Centre in 2021. He has most recently led the department's COVID-19 emergency response and public health legislation review.

Mr Robert's extensive leadership, skills, and experience were invaluable during the COVID-19 response. His in-depth appreciation of connections between agencies, pragmatic, solutions-based focus allowed him to effectively direct an exceptionally complex health policy response under insurmountable pressure. His achievements include establishing the DoH's emergency management structures, overseeing the standup of Tasmania's Wastewater Testing Program for COVID-19, coordinating the health policy response in relation to hotel quarantine, implementation of public health directions, the seasonal worker program, winter planning amongst numerous others.

Mr Roberts' considered, highly consultative and compassionate approach during the COVID-19 response were critical in guiding both internal and external stakeholders through periods of major disruption and change, limiting both the direct and indirect impacts of COVID-19 on the Department of Health and the community.

Public Service Medal (PSM)

Australian Capital Territory

Ms Jantiena Anne Batt, ACT

For outstanding public service in improving access and equity in education in the ACT.

Ms Jantiena Batt's contribution to ACT public education has been widespread and diverse. Through a variety of roles, she has made a lasting contribution to the education of young people in the ACT and has directly influenced hundreds of teachers. Her work includes literacy coaching, professional learning design, management of territory-wide early childhood education projects for children experiencing vulnerability or disadvantage, and workforce development for Australia's early childhood education and care sector.

As the director of Early Childhood Projects in the ACT Education Directorate, Ms Batt has supported over 1,000 children experiencing vulnerability or disadvantage to access two free days of quality early childhood education and care in the ACT.

For 12 years, Ms Batt has been a devoted certified assessor supporting the ACT Teacher Quality Institute's Highly Accomplished and Lead Teacher Certification process, a national process that recognises quality teaching. She has supported and lead the ACT Local Council of the Australian Literacy Educator's Association and was instrumental in leading the nation in early childhood education via her involvement in Set up for Success: An Early Childhood Strategy for the ACT. As a coach and mentor, Ms Batt has helped to grow the teaching profession in the ACT by modelling best practice. She has also volunteered thousands of hours of her own time to serve public education outside of her paid employment.

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Public Service Medal (PSM)

Australian Capital Territory

Ms Elizabeth Hall, ACT

For outstanding public service leading the ACT Government's Budget Coordination function during COVID-19.

Ms Elizabeth Hall excelled in both delivery and dedication, working long and extended hours to ensure the efficient delivery of budget decision-making, including redesigning of budget systems to manage emergency support systems during the COVID-19 pandemic.

During COVID-19 Ms Hall worked to support the Cabinet decision making and financial management to ensure that funding was available to support the ACT community through the pandemic. Ms Hall was central in delivering emergency legislative changes and processes to ensure continued funding for ACT entities. She played a critical role in the development of whole-of-government economic survival and recovery packages and a review of time-limited funding and critical services which involved high levels of scrutiny and monthly reporting of expenditure to the Assembly.

Throughout this unprecedented time in budget management, Ms Hall was also instrumental in developing the ACT Government's Wellbeing Framework and supporting the ACT to embed the assessment of wellbeing impacts for budget proposals into all budget decision making. This process helped to ensure better service delivery by Government agencies by focussing efforts on priorities that support long term benefits for the community.

Public Service Medal (PSM)

Australian Capital Territory

Ms Rebecca Kate Kelley

For outstanding public service to the ACT sport and recreation sector during the COVID-19 pandemic.

Ms Rebecca Kelley provided leadership and support to the sport and recreation sector, including the fitness industry, acting as their conduit to the ACT Government as physical isolation and shutdowns sought to limit the pandemic's spread.

Ms Kelley provided regular sector briefings, sector-relevant interpretation of the changing regulations and provided critical input that shaped the government's response to support the sector's emergence post-COVID-19. She was critical to the development and subsequent implementation of the ACT Government's multi-pronged support package, supporting the continuity of various national sporting competitions and events, and assisting smaller events to navigate the process of waivers and exemptions.

In collaboration with the Chief Health Officer, Ms Kelley was instrumental in developing the Return to Play guidelines tailored specifically for sport and recreation, which were an essential resource for the sector.

Public Service Medal (PSM)

Australian Capital Territory

Ms Elizabeth Lopa, ACT

For outstanding public service to improve the delivery of health services to the Canberra community and the region.

Ms Elizabeth Lopa led the development of the ACT Government's long-term strategic plans for the design and delivery of the territory's future health infrastructure needs, including the master plan to guide the transformation of the Canberra Hospital campus over the next 20 years. She also worked with community and clinicians to shape the ACT Government's planning and design of the new North Canberra Hospital.

Since joining the ACT Health Directorate in 2019, Ms Lopa has exemplified the highest standards of integrity, dedication, resilience, and commitment, providing critical support for the ACT Government, the Health Minister, and the ACT health system. Ms Lopa has engaged across the ACT Public Service to ensure government priorities are supported by quality advice and collaboration and led complex and sensitive external negotiations on the future of Canberra's northside hospital. She has shown excellent leadership and fostered a high performing culture in the ACT Health Directorate.

Ms Lopa has delivered a new residential treatment centre for eating disorders, as well as planning and design work for a new Watson health precinct that will support mental health services for young people and residential alcohol and drug services for Aboriginal and Torres Strait Islander people. Ms Lopa's work will serve the Canberra community for decades to come and will support improved health outcomes for consumers and safer workplaces for health workers in the ACT.

Public Service Medal (PSM)

Australian Capital Territory

Mr Frank Marando, Pearce ACT 2607

For outstanding public service in executive support and Ministerial services during the COVID-19 pandemic and 2019-20 bushfire season.

Mr Frank Marando has dedicated over 27 years of combined public service to the Commonwealth and ACT Governments in the field of Ministerial, Cabinet, Legislative Assembly, and Parliamentary services and executive support.

During the onset and ongoing ramifications of catastrophic events across the ACT, including the 2019- 20 bushfire season and COVID-19 pandemic, Mr Marando made himself unfailingly available beyond the usual scope of standard business hours to ensure support was provided to those who were pre- occupied with frontline and operational matters.

During the COVID-19 pandemic Mr Marando's calm and strategic approach to leadership helped to strengthen the relationships between the Emergency Services Agency (ESA) and other ACT Government directorates. When ACT Health and the Emergency Service Agency Commissioner called for assistance to deliver support to ACT community members in lockdown, Mr Marando encouraged his team to offer help alongside volunteers and frontline personnel. He led by example, volunteering his time to pack COVID-19 testing kits for vulnerable community members alongside his colleagues.

Mr Marando's contribution was instrumental in maintaining essential and critical business continuity during the public health emergency, including delivery of ministerial briefings, executive briefs, question time briefs, questions on notice, Union negotiations, matters of public importance, media enquiries, Freedom of Information requests, and legislative documents.

Public Service Medal (PSM)

Australian Capital Territory

Mr Christopher Brian Roberts, ACT

For outstanding public service in establishing an emissions-based registration system for light vehicles in the ACT.

Mr Chris Roberts was instrumental in articulating and supporting the ACT Government's vision of providing policy clarity and working through challenges to deliver an innovative policy that was the first of its kind. This world leading policy reform was designed to incentivise low emissions vehicles to help achieve the ACT's climate policy objectives, while balancing revenue considerations and cost of living considerations.

With 25 years of experience in providing evidence-based strategic and policy advice, Mr Roberts has demonstrated outstanding public service in policy innovation and steadfastly displayed exceptional leadership in delivering an innovative policy reform. Mr Roberts' foresight into the practical aspects of the reform bridged the gap from policy design to practical implementation. His active and collaborative approach helped to engage agencies across the ACT Public Service, actively testing ideas to ensure the most robust policy outcome and a strong change management program.

Mr Roberts has exhibited outstanding policy design and leadership to deliver one of the most significant taxation reforms for the ACT, and future proof the ACT vehicle registration system.

Public Service Medal (PSM)

Australian Capital Territory

Ms Jennifer Maree Sloane, ACT

For outstanding public service during the ACT Government's COVID-19 public health response.

A registered nurse and public health practitioner, Ms Jennifer Sloane was one of the first to be called upon in 2020 to support the ACT COVID-19 response, initially within the Clinical Health Emergency Coordination Centre (CHECC).

Ms Sloane's role within the CHECC was integral to the development, design, planning and delivery of the Garran Surge Centre used for COVID-19 testing and assessment. This temporary hospital took just seven days to plan, including consultation with the World Health Organization, and was built in 30 days.

From 2021 Ms Sloane was the primary lead, establishing and coordinating the ACT's public testing and surveillance program. This program ensured efficient and effective operations of ACT public testing centres, development of surveillance data and reporting models for testing results, implementation and management of in-reach and outreach testing for vulnerable people in the ACT community, and inventory management, reporting and deployment of the Territories Rapid Antigen Test (RAT) stockpile.

Ms Sloane's understanding and knowledge of the testing regime ensured accurate and timely advice to the Minister for Health, the COVID-19 response branch, the ACT Chief Health Officer, the ACT Health Director-General, and Canberra Health Services executives.

Ms Sloane's exceptional leadership, genuine care and compassion to her team, as well as the wider network of testing staff, community, government and healthcare professionals, drove a culture of support, dedication and excellence.

Public Service Medal (PSM)

Northern Territory

Mr Robert William Creek, Nightcliff NT 0810

For outstanding public service to the Northern Territory public sector.

Mr Robert Creek spent his early years in the bush doing mining exploration and underground surveying. He then started as a young worker painting white lines on the Stuart Highway and eventually became a key player in the Northern Territory Government's use of technology. Mr Creek joined the Northern Territory administration on 4 June 1973 as a trainee draftsman, marking the beginning of his long and recognised career in the public service. His career spanned over 50 years, during which he made substantial contributions to information technology (IT), mentored young professionals, and played a crucial role in various government initiatives.

Mr Creek has made significant contributions to the IT field in the Northern Territory. He has played key roles in various initiatives, including taking mapping from paper to what is known as geographic information systems (GIS) or spatial technology, implementing major IT systems in utilities, billing, and providing influential leadership in the Northern Territory Government's initial transition to IT outsourcing over 25 years ago and more recently leading the implementation of transformational government business systems. Despite numerous attempts at retirement, Mr Creek continues to work and is highly respected and loved for his integrity, dedication, and impact on the community.

Public Service Medal (PSM)

Northern Territory

Ms Cindy-Lee McDonald, NT

For outstanding public service to the Northern Territory's emergency management response to the COVID-19 pandemic.

Ms Cindy-Lee McDonald's outstanding leadership, resilience, and professionalism along with the sustained contribution of her time and energy to the Northern Territory's Emergency Management response efforts, helped ensure that Australians were kept safe throughout the COVID-19 Pandemic.

During a time of significant uncertainty and ever-changing conditions Ms McDonald effectively worked with transport providers and other key stakeholders such as the Northern Territory Police Force, NT Health, and federal counterparts across the Northern Territory to coordinate the transportation of Territorians. This included those considered vulnerable, medical supplies and equipment, and critical goods; as well as returning Australians requiring quarantine.

The Northern Territory was at the front line of the repatriation of Australian's back home. Ms McDonald, in her capacity in the Emergency Operations Centre during this time was an essential part of the Department of Infrastructure, Planning and Logistics' overall contribution to success of the Centre for National Resilience and it's use as a quarantine facility to safely bring Australian's home or allow the safe passage of domestic travel into the Northern Territory.

Ms McDonald was able, through her expertise, exceptional leadership and relationships within government, with stakeholders and with the broader community able to continue to deliver positive outcomes against the odds in an unsettled time. This ensured families were reunited, individuals were safe and had the supplies they needed. Importantly, Ms McDonald's work meant the most remote and vulnerable Territorians were not forgotten. Ms McDonald has always displayed the highest levels of integrity and professionalism in her work and is highly respected by all that have worked with her and more broadly as a representative of the department and the Northern Territory.

Public Service Medal (PSM)

Northern Territory

Mrs Susan Elizabeth Trimble, Gunbalanya NT 0831

For outstanding public service to the education sector in the Northern Territory.

Mrs Susan Trimble is a highly experienced professional educator with over 30 years' experience in a variety of sectors within the education system. She is a principal, classroom leader and has led the System for School Improvement team, which supports literacy and numeracy in schools.

Mrs Trimble's career encompasses working to exemplary teaching standards, the completion of reporting requirements, and the use of sound data capture and analysis to drive improvement. She has demonstrated her leadership through curriculum innovation and representation within and across sectors and regions. This includes the implementation of the Australian Curriculum and Assessment and Reporting Authority (ACARA) requirements, and mentoring staff and emerging leaders.

Mrs Trimble has facilitated positive and collaborative relationships between students, teachers and community members and partners. She is a highly accomplished curriculum leader and role model of effective teaching with a view to ensure optimum learning for students through assessment and access to resources to support a quality teaching pedagogy. She strongly believes that learning should be child centred, culturally safe, highly engaging and developed through strong data analysis to determine the enquiry and explicit teaching and learning intent.

Mrs Trimble is committed to improving and enhancing the quality of student learning by driving the implementation of curriculum and learning cycles that lead to an engaged and motivated student cohort. Mrs Trimble's passion to innovate and lead change agendas to promote excellence in educational settings ensures the opportunity to make a real difference for the learning of students and teachers.

Australian Police Medal (APM)

Federal

Detective Superintendent Marie Elizabeth Andersson

For distinguished service as a member of an Australian police force.

Detective Superintendent Marie Andersson joined the Australian Federal Police (AFP) in January 2003 and, after recruit training, was posted to Eastern Command. During the time in Eastern Command, Detective Superintendent Andersson's service history including areas of the Operations team, Response team, Client Liaison team and Human Source Management team. Detective Superintendent Andersson joined the Sydney Operations - Counter Terrorism Operations in June 2005. She then joined Crime Operations (CO) Sydney in July 2010.

Detective Superintendent Andersson was deployed to Jakarta in 2004 to assist in the AFP response to the Indonesian terrorist attacks and has worked extensively across various crime types including organised crime and child protection operations nationally. In March 2012, Detective Superintendent Andersson joined the HR Investigations Team Sydney for 12 months then returned to CO Sydney, where she had performed as the coordinator for Business Services in CO Sydney. Detective Superintendent Andersson was promoted to sergeant in June 2013 and promoted to superintendent in September 2022.

In November 2015, Detective Superintendent Andersson joined International Command, which has taken her to AFP posts in Southeast Asia and Türkiye and was the AFP liaison officer in Ho Chi Minh City, Vietnam. She has worked alongside local authorities and policing agencies to disrupt highly significant international organised crime threats at their source and substantially enhanced trusted collaborative partnerships resulting in disruption of complex high value narcotics threats to the Australian community. She is currently the AFP senior officer to Türkiye. Detective Superintendent Andersson has served the AFP, the Australian and international community with distinction for over 20 years.

Australian Police Medal (APM)

Federal

Mr Craig Mann

For distinguished service as a member of an Australian police force.

Mr (then Detective Inspector) Craig Mann has been employed with the Australian Federal Police (AFP) for more than 35 years since March 1989, and has worked within multiple portfolios of the AFP.

His service includes Eastern Response Team, Intelligence Field Team, Operational Safety Training, Eastern Operations Team, Serious and Organised Crime and the Identity Crime Task Force. Mr Mann joined the National Operations Avian Strike Team in May 1998. In June 2006 Mr Mann founded the AFP Specialist Response Amphetamine Type Stimulants rapid response capability which deployed throughout Australia and abroad. Mr Mann also performed as the coordinator for Economic & Special Operations branch during this time.

In November 2010, Mr Mann joined the Aviation Emergency Management team for two years, and then transferred to Brisbane in January 2013. While in Brisbane, Mr Mann worked in the Crime Operations Team and as the lead trainer for three years with the AFP Learning & Development Command.

Mr Mann was a founding member of the Australian Centre to Counter Child Exploitation (ACCCE). In October 2018, Mr Mann joined ACCCE where he established the Covert Online Engagement unit. Mr Mann also oversaw the Operations Development and Disruption unit, Intelligence Fusion cell and the Child Protection Triage unit. During this time, Mr Mann also performed as a superintendent in ACCCE Operations.

Australian Police Medal (APM)

Federal

Assistant Commissioner Alison Margaret Wegg

For distinguished service as a member of an Australian police force.

Assistant Commissioner Alison Wegg has contributed over 30 years of policing to the Australian community. Over her career, Alison has led criminal investigations and intelligence operations in combatting organised crime, money laundering, organised fraud, human trafficking, child sex offences and people smuggling. Most recently, Alison has led the AFP's tactical and specialist policing teams which comprises and integrates a range of highly specialised capabilities responsible for deterring, responding to and resolving threats against Australians and Australia's national interests both at home and abroad.

Assistant Commissioner Wegg has deployed into the AFP's International Network on two occasions. In 2002, Alison deployed to Bali where she undertook a feasibility study on the establishment of an AFP office, which recently celebrated 20 years of operation in Bali. In 2006, Alison was deployed to the AFP's Bangkok office, where she worked closely with Royal Thai Police and foreign law enforcement agencies, in a role focussed on combatting travelling child sex offenders and human trafficking.

In 2020, Alison led the development and implementation of the AFP's specialist training faculty, focusing on the provision of foundational enterprise protection capabilities that remain a keystone in the provision of policing capabilities to our Pacific partners. In this role, Alison brought focus to sustaining operational readiness through specialist capability development, national exercising and sustainment. Most recently in her role as Assistant Commissioner Specialist Protective Command, Alison led the development of the armed protection capability in the AUKUS protective security model.

In 2023, as the AFP's strategic commander, Assistant Commissioner Wegg led the delivery of protective security responses to Operation Scarif (Quad Leaders' Summit in Sydney), Operation Tasman (FIFA Women's World Cup hosted by Australia and New Zealand), Operation Rugosa (Voice to Parliament Referendum) and Operation Bishop (ASEAN special event summit in 2024).

Australian Police Medal (APM)

New South Wales

Chief Inspector Andrew John Bullock

For distinguished service as a member of an Australian police force.

Chief Inspector Andrew Bullock joined NSW Police Force in April 1989 and was stationed at Newtown Police Station. In 2000 he transferred to Endeavour and Ashfield Weapons Training Unit and then returned to general duties at Sutherland Local Area Command in 2006 and was promoted to sergeant. In 2007 he was promoted to inspector at Botany Bay Local Area Command. Combining his Policing and Weapons skills in 2010 transferred to Public Order & Riot Squad (PORS) as the tactical commander. He then relieved as superintendent in various areas including Botany Bay Local Area Command, Public Order & Riot Squad, Operations & Capability Group, Counter Terrorism & Special Tactics and the Dog & Mounted Police Unit. He attended the Police Service of Northern Ireland in 2016 and obtained a public order commanders accreditation for that jurisdiction.

Chief Inspector Bullock was a leader in 2022 of the first Public Order & Riot Squad deployment overseas for a peace keeping operation in the Solomon Islands. He was the key liaison with the Australian Federal Police, and coordinated vast logistical processes required for PORS operatives to be deployed overseas. He coordinated training between the Special Response Group and PORS to ensure a cohesive team was formed between two jurisdictions. Conditions were challenging during the deployment, with extreme COVID-19 restrictions in place meaning operatives were confined to rooms at almost all times outside of operations.

Chief Inspector Bullock has dedicated his career to the NSW Police Force and people of NSW with 34 years of operational service. He is currently the longest serving commissioned officer in PORS and is considered a subject matter expert in the field of public order. He is currently performing duties as a tactical commander at major hallmark events, violent protests and high-risk operations and leads the front line in a calm and measured way, providing confidence to police commanders, police officers, government officials and other agency partners.

Australian Police Medal (APM)

New South Wales

Sergeant Matthew James Cavanagh

For distinguished service as a member of an Australian police force.

Sergeant Matthew Cavanagh joined the NSW Police Force in July 1985 and was stationed at Penrith Police Station, then 2010 moved to St Marys Police Station and was promoted to sergeant. Then in 2016 he transferred to Blue Mountains Command and is now approaching 40 years' service. Over these near four decades he has performed various roles including general duties, youth liaison officer in the Proactive Crime Team, as well as a rescue operator with Blue Mountains Police Rescue with extensive relieving at rank of inspector at various locations. Sergeant Cavanagh has also held NSW Police Rescue qualifications, including relieving as a team leader, and an active participant in many rescue situations in the Blue Mountains area.

Sergeant Cavanagh has demonstrated distinguished service throughout his policing career. He is recognised for his courage, both on and off duty, while serving the community of the Blue Mountains. This is displayed in the complimentary remarks received in relation to the execution of his duties. The attempt to rescue a trapped driver while off duty exemplifies how Sergeant Cavanagh's actions exceed the requirements of normal duties.

Sergeant Cavanagh has displayed consistent high-level achievement in the performance of his duties as a member of the New South Wales Police Force for nearly 40 years. His passion in supporting the community of Blue Mountains is evident through his work in junior sport along with his parallel work with Fire and Rescue and Ambulance NSW over the years. His continued service and diligence serve as a role model for others, in particular junior staff.

Australian Police Medal (APM)

New South Wales

Detective Chief Inspector Craig Anthony James

For distinguished service as a member of an Australian police force.

Detective Chief Inspector Craig James joined the NSW Police Force in August 1995 and was stationed at Hurstville Police Station and in 2000 he was designated a detective. In 2004 he was promoted to sergeant at Botany Bay Local Area Command, then inspector at Harbourside Local Area Command in 2008 and Sutherland Local Area Command in 2010. There he implemented a Summer & Winter First Response Agreement for Sutherland Local Area Command, a unique emergency management traffic management plan for Australia Day celebrations and a sector model which reinvented the operational deployment within the command.

In 2011 he was selected as one of 122 NSW Police Force members deployed to Christchurch, New Zealand as part of the Australian police response to the devastating earthquake. In 2013 transferred to the Public Transport Command as a staff officer supporting the commander in creating the new Police Transport Command to full strength of 610 officers. In 2022 he deployed to Lismore as part of the NSW Police Force response to the devastating floods, managing evacuation centres in Goonellabah and Lismore.

Later he transferred to his current role as the manager of Dog & Mounted Command where he performs the role of the Training & Development manager. He also played an active role instilling pride back into a historic unit introducing a formal 'March Out' of deceased and retiring police dogs as well as a 'March in Ceremony' for the successful completion of a novice training course.

As a long-standing manager and member of the Dog Unit, he has had a dramatic effect upon the positive culture of the unit. Detective Chief Inspector James has displayed exemplary achievement and commitment during his impressive 29-year career as an outstanding leader and change manager for the NSW Police Force.

Australian Police Medal (APM)

New South Wales

Chief Inspector Peter Joseph Jenkins

For distinguished service as a member of an Australian police force.

Chief Inspector Peter Jenkins joined the NSW Police Force in October 1984 and was stationed at Five Dock Police Station. Later transferring to the Accident Investigation Squad, and in 1995, he was promoted to sergeant then to senior sergeant and in 2000 as commander of Metropolitan Crash Investigation supervising 31 investigators and six regional based units. There he was responsible for the development of an overarching set of standard operating procedures that eventually were implemented statewide.

In November 2011 Chief Inspector Jenkins was promoted to inspector at Hawkesbury Police Area Command. He has been a champion of leadership, culture and of serving others for most of his career. In addition to the standard operating procedures, he dedicated significant amount of time to developing a welfare policy and related procedures which were adopted statewide to ensure the wellbeing of his staff. His care extended to victims of road trauma and was extremely active in providing support to those through campaigns.

Following the on-duty murder of a colleague in 2012, Chief Inspector Jenkins was instrumental in guiding the command through difficult times that followed, not only dealing with the loss of a close friend but providing close support to the family, as well as leading the command through the tragedy. In 2022 he established a project to create a permanent monument and garden honouring the officer.

While at the Crash Investigation Unit, Chief Inspector Jenkins rose from junior investigator to eventual operations manager and commander of the unit. During that time, he worked tirelessly to achieve a common set of standard operating procedures and a welfare policy for metro and regional areas to ensure the highest-level investigation and consistency across the state. In achieving this, he contributed positively to the culture and professionalism of the unit, and through his passion and dedication, made a considerable impact.

Australian Police Medal (APM)

New South Wales

Detective Inspector Joseph Paul Maree

For distinguished service as a member of an Australian police force.

Detective Inspector Joseph Maree joined the NSW Police Force in December 1984 and was stationed at Campsie Police Station. In May 1991 he moved to the field of criminal investigation at Campsie Police Station, a field in which he would remain. He was soon designated a detective and working at Bankstown Police Station, then in 2001 a detective sergeant at St George Police Station, to be followed by detective inspector in 2022 at the Homicide Squad within the State Crime Command.

From 1995 to 2000 he worked in the Armed Hold Up Unit, Major Crime Squad South-West and from 2006 onwards has worked at State Crime Command in various squads, including the Middle Eastern Organised Crime Squad and since 2009 as a team leader in the Homicide Squad prior to being promoted to detective inspector in the Homicide Squad in 2022. The role requires significant consultation and negotiation with police area commands and police districts, specialist squads both internally and externally. Due to the nature of homicide investigation, the importance of stakeholders, and the legislative requirements of the NSW criminal courts and the coroner.

Whilst at the Homicide Squad he led complex criminal and coronial matters, including murders and critical incident investigations. He places great emphasis on the benefit and importance of mentoring all staff to enhance their investigative skills and to have a high level of professionalism and dedication to their duties, ensuring the highest level of investigative response is provided to the community of NSW, not only to arrest perpetrators, but to achieve conviction at court.

Detective Inspector Maree has 31 years' experience in major crime investigation and fifteen years' experience leading investigators at the Homicide Squad. He has further shown incredible resilience as a senior investigator of major crime over a lengthy career and is a role model to all investigators in the State Crime Command and the NSW Police Force.

Australian Police Medal (APM)

New South Wales

Inspector Helen Therese McWilliam

For distinguished service as a member of an Australian police force.

Inspector Helen McWilliam joined the NSW Police Force in September 1999 and was stationed at Marrickville Police Station. She spent some time there including nine months in the education and training role. In November 2008 she was promoted to sergeant at the Leichhardt Local Area Command, before transferring to Moree Police Station, performing general duties. In 2021 she was promoted to inspector at the New England Police District and is currently performing the role of officer in charge of Moree Police Station.

Her dedication is crucial to issues impacting youth within the community, with a down to earth and human approach to caregivers and seeking their agreement to work collaboratively with police has been key to divergence of Indigenous youth from the criminal justice system.

In July 2021 she co-ordinated an extensive search operation for a young Aboriginal male within the Gwydir River and surrounds. This operation was extremely sensitive in nature where cultural issues were prevalent. Considered a critical incident, Inspector McWilliam, displayed effective, considerate and measured interpersonal communication skills, and her sincerity was acknowledged by the State Coroner.

In October 2022, the Moree Plains Shire and surrounds were greatly affected by extensive flooding of the Gwydir River. This caused damage to the township of Moree with several community members losing their houses to this devastating flood event, whilst suffering extensive damage to her personal home, she maintained her role in the Moree community taking a significant role in the management and recovery operation. The then Mayor of Moree Plains Shire Council commended her for involvement in the coordinated response, respect to the community and diligence in this operation.

Inspector McWilliam's genuine nature and high-level capabilities as a police officer and senior leader has earned her a great deal of respect from the community of Moree. As a 'country cop' Inspector McWilliam works above and beyond in the Moree community.

Australian Police Medal (APM)

New South Wales

Detective Sergeant Ellen Quinn

For distinguished service as a member of an Australian police force.

Detective Sergeant Ellen Quinn joined the NSW Police Force in May 2002 and was stationed at Marrickville Police Station. In 2006 she transferred to the Joint Investigation Response Team (JIRT), Bankstown, as a detective investigating serious sexual and physical violence against children.

In 2011 she transferred back to Marrickville Police Station as a youth liaison officer developing engagement programs for Inner West youth. Later performing duties as a criminal investigator, investigating a broad range of serious criminal matters including sexual violence, robberies, assaults, homicides and frauds. It was here that her commitment to sexual assault victims was highlighted when she investigated a prolific paedophile who in the 1980s had sexually assaulted nine girls aged between six and 12 years of age. Detective Sergeant Quinn acknowledged the re-traumatisation of the victims through the investigation and court matter and through the support she gave to those victims, was recognised in 2019 in a magazine article highlighting how she gave the victims back their power and forged friendships with the victims.

In 2020 she was promoted to sergeant at North Shore Police Area Command, performing criminal investigation duties. In 2023 she transferred to State Crime Command and is currently the Sex Crimes Squad's investigations manager.

Detective Sergeant Quinn has dedicated most of her career to victim-based crime particularly the area of sexual violence. Her nature for helping victims and superior investigative ability was often recognised, for example in her investigation of the sexual assault of a young girl by seven offenders in 2007. Due to her passion to investigate victim-based sexual violence crimes she was selected by the North West Metropolitan Region to develop a victim-centric response to sexual violence, and led the development of sexual violence officers in each police area of NSW. Detective Sergeant Quinn continues to drive innovation in the investigation of sexual violence, to consider the victim at the centre of every investigation, and the victim's needs above investigative needs.

Australian Police Medal (APM)

New South Wales

Senior Sergeant Brook Robert Russell

For distinguished service as a member of an Australian police force.

Senior Sergeant Brook Russell joined the NSW Police Force in February 1987 and was stationed at Blacktown Police Station, moving to Cabramatta Police Station and then Wetherill Park Police Station in the early years. In 1993 he undertook the brand-new assistant protocol officers' course and commenced undertaking ceremonial duties on a part time basis, in addition to his normal duties at Wetherill Park Police Station. This culminated in the appointment to his current role as the state protocol officer for the NSW Police Force and is currently the second longest serving state protocol officer. In October 2008 he was promoted to sergeant at Flemington Police Station as an education and development officer.

In February 2015 Senior Sergeant Russell was promoted to senior sergeant at the Protocol & Awards Unit performing the role of field protocol officer and then state protocol officer where he is responsible for the development and management of many large-scale policing events.

His knowledge of all things ceremonial regarding events and protocols within the NSW Police Force and other State events is astonishing. He was instrumental in the design, development, and implementation of the NSW Police Force Service Memorial at Surry Hills. His years of experience within the Protocol & Awards Unit and his many dealings with government agencies has made him a subject matter expert. Senior Sergeant Russell also coordinates the NSW Police Force ceremonial response to significant national and state events, including the Australian Defence Force, returned and services leagues (RSL), federal and state government ceremonies and investitures.

Senior Sergeant Russell's level of achievement and contribution to the NSW Police Force, the State of NSW and indeed the nation is exemplary. He delivers invaluable outcomes to ceremonial and community events, recognising the bravery and meritorious service of members of the NSW Police Force and strengthening relationships across various organisations. Senior Sergeant Russell displays exemplary levels of effort, outstanding leadership and impeccable standards.

Australian Police Medal (APM)

Victoria

The late Senior Sergeant James Thomas Egan

For distinguished service as a member of an Australian police force.

Senior Sergeant James Egan is a proud Gunditjmara, Yorta Yorta and Bangerang man, is the longest serving Aboriginal employee of Victoria Police and has been an exemplary police officer for more than 38 years. Senior Sergeant Egan has performed frontline roles in metropolitan and regional areas, including being the officer in charge of the Raywood Police Station, a one-member station for almost 9 years and a firearms instructor for over 20 years.

In 2019, Senior Sergeant Egan led the Aboriginal Cultural Awareness Training project which developed and delivered Aboriginal cultural training across Victoria Police. He has drawn on his own experiences and insight into the Victorian Aboriginal community to develop and deliver the program to educate thousands of Victoria Police employee. Senior Sergeant Egan has continually recounted many personal experiences and uncomfortable truths of his journey to provide a meaningful and authentic experience to participants.

He spent a significant amount of time with the Victoria Police chief commissioner in preparation for his appearance at the Yoorrook Justice Commission. He was open and honest and provided great insight into the stolen generation and the impacts and trauma caused to Aboriginal people, providing insight into why there is still so much distrust of police from the Aboriginal community.

In his role as a council member of the Aboriginal Employee Network Council, Senior Sergeant Egan has advocated for addressing the unique issues facing Aboriginal employees in a policing organisation and provided strong mentorship to other Aboriginal employees. Senior Sergeant Egan has forged a remarkable career in Victoria Police, marked by his commitment to enhancing competency to all Victoria Police employees. Senior Sergeant Egan influence continues to resonate within the organisation and shapes the way in which members engage with and serve the community, particularly the Aboriginal community.

Australian Police Medal (APM)

Victoria

Superintendent Kelvin John Gale

For distinguished service as a member of an Australian police force.

Superintendent Kelvin Gale has been a police officer for over 35 years, working predominantly frontline duties and in criminal investigation at divisional crime investigation units and the Homicide Squad.

Superintendent Gale played an integral role in the Police Custody Officer Program, that recruited, trained, and deployed police custody officers at various locations across Victoria, who now deliver more than 59,000 shifts per annum into police gaols. Superintendent Gale drove multiple tranches of legislation change to allow police custody officers to manage persons in custody at police gaols. He also introduced policy to operationalise these legislative changes and provide a framework for police to work under. This work resulted in more police returning to the frontline to ensure police can provide outstanding service to the community. Superintendent Gale delivered the Police Gaol Gazettal Project which involved over 30 police gaols receiving an updated order from Governor in Council which included standardised plans with clearly articulated maximum capacity.

His extensive experience in Command Control and Co-ordination results in Superintendent Gale regularly being called upon to value add to major planned and unplanned high-risk incidents and events. This involvement has included providing subject matter expert advice in debriefs, being deployed operationally to resolve complex campaign protest events, and ensure Victoria Police continue to provide service excellence to the Victorian public. Whilst at Professional Standards Command and as an acting commander at Human Resources Command, he focused on reforming performance, ethical culture, and the implementation of initiatives to enhance employee well-being.

Currently Superintendent Gale oversees the Operations Division at Counter Terrorism Command where his is responsible for counter terrorism investigations and the Victoria Police response to counter terrorism incidents of acts of communal violence to keep the community safe.

Australian Police Medal (APM)

Victoria

Detective Senior Sergeant Tracy Elizabeth Meyer

For distinguished service as a member of an Australian police force.

Detective Senior Sergeant Tracy Meyer has been a member of Victoria Police for 40 years. She has performed a multitude of diverse and challenging roles within the organisation, always displaying personal integrity, determination, and professionalism.

Detective Senior Sergeant Meyer has been a firm advocate for equality. She is a professional and caring leader who has continually displayed a commitment to victim and member welfare whilst considering the competing priorities of service delivery to the community. She possesses a fluid leadership style that allows her to adapt her style to different circumstances whilst encompassing empathy, vision, integrity, and decisiveness in communication.

Detective Senior Sergeant Meyer has undertaken significant leadership roles, most recently with Somerville Family Violence Investigation Unit which has allowed her to play a key leadership role in building the capability of Victoria Police by identifying opportunities to innovate and create efficiencies that focus on delivering transformational change. This change empowers and supports employees to provide more agile, people focused and tailored services to the community. The support and empowerment of members in turn promotes morale and drives positive cultural change which further positively impacts the organisation.

Detective Senior Sergeant Meyer has shown a definitive commitment to the organisation, displaying expertise in managing investigative operations with professionalism whilst modelling and demonstrating a high level of emotional intelligence which is required for managers associated with sexual offences and child abuse, family violence, and internal sexual misconduct.

Detective Senior Sergeant Meyer's commitment to championing for the most vulnerable members of society, including victims of domestic violence, sexual assaults and children subject of sexual exploitation, whilst also prioritising stakeholder engagement and building effective and enduring relationships highlights her wealth to Victoria Police and the greater community.

Australian Police Medal (APM)

Victoria

Senior Sergeant Rodney James Munro

For distinguished service as a member of an Australian police force.

Senior Sergeant Rodney Munro is a humble yet esteemed police officer, with a distinguished career specialising in major crime scene examination for 23 of his 34 years of service. As the unit leader of the Major Crime Scene Unit, he is dedicated and committed to ensuring quality outcomes to forensic examinations of major crime scenes are delivered by his highly trained examination teams. Professionalism, quality and fairness are trademarks of his leadership style. Beyond the service delivery he has provided to Victorian community, he shares his knowledge and expertise qualification across the nation through his consistent representation on specialist and technical advisory groups.

As the former chair of the Australia New Zealand Policing Advisory Agency National Institute of Forensic Science Crime Scene Specialist Advisory Group for five years, Senior Sergeant Munro oversaw and developed the instrumental work in producing a national Crime Scene Reconstruction (CSR) Course, a project that included one day workshops, the creation of CSR principles and CSR train the trainer courses. This specialist capability enhancement has direct benefit to the community ensuring that the skills provided by crime scene examiners across the nation are exemplary and embedded, a true legacy of his work. His advocacy for standards is to ensure best crime scene examination practices are achieved, which he drives through his commitment as an accredited National Association of Testing Agencies assessor, a role he has maintained since 2006. As an assessor he ensures the certification of competency for forensic crime scene examiners is maintained throughout Australia.

His prolonged commitment to the Australian community has been demonstrated through his leadership and capability in large scale disasters. This includes significant operational deployments including the Black Saturday bushfires, Bali bombings and Christchurch earthquakes where he led multi-agency teams through specific disaster victim identification (DVI) phases at each of these large-scale disasters.

Australian Police Medal (APM)

Victoria

Detective Inspector Anthony Philip Wheatfill

For distinguished service as a member of an Australian police force.

Detective Inspector Anthony Wheatfill is a versatile and experienced manager who has consistently demonstrated strong credibility, integrity and a history of achieving results. He is an innovative thinker who has spent most of his career in dynamic roles and specialist fields, including counter terrorism, investigations, protective security, event planning, source management, education, and frontline stations. These roles demonstrate his diversity in leadership, within challenging and often critical environments.

In June 2003, Detective Inspector Wheatfill was selected to represent the Security Intelligence Group on a taskforce which oversaw the largest terrorism investigation in Australia's history, Operation Pendennis. This multi-agency, multi-jurisdictional investigation took nearly two years to complete. Twenty-one offenders were charged (across two States) with terrorism offences, which undoubtedly stopped a large-scale terrorist attack on Australian soil, across multiple States. Detective Inspector Wheatfill's experience and ability to deal with a variety of agencies including intelligence partners and overseas law enforcement agencies was his strength.

The trial of the Victorian accused concluded on 15 September 2009. It was the largest, most complex and longest criminal jury trial in Victoria's history. Whilst members came and went, Detective Inspector Wheatfill remained committed to managing bail applications, appeals and re-trials. He remained overseeing these processes and ongoing prosecutions, with an Australian Federal Police member, up until 2012. He never complained, and just got on with the job. He is committed to this investigative field and has performed three separate secondments at the Joint Counter Terrorism Team between 2003 and now.

His commitment to delivering protective security initiatives across major event planning and organisational capability uplifts highlights his dedication to working towards a safer community, within a high-risk crime theme.

Australian Police Medal (APM)

Queensland

Chief Inspector Gai Bolderrow

For distinguished service as a member of an Australian police force.

Chief Inspector Gai Bolderrow commenced with the Queensland Police Service (QPS) on in September 1986 and was sworn in as a police officer in April 1987. She has served as an operational police officer all her career including as a general duties officer, officer in charge, district duty officer, state intelligence coordinator and is currently a manager of Digital Forensics and Forensic Services in the Operations Support Command.

During her service, she has demonstrated exceptional commitment in directly supporting the advancements of inclusion and diversity on behalf of the QPS. Chief Inspector Bolderrow has displayed personal bravery, together with the highest levels of professional determination, to bridge gaps between the LGBTIQ+ communities and the QPS, and in doing so, has brought positive change to the service delivery provided by the organisation. She has displayed steadfast leadership in the face of adversity to promote a strong LGBTIQ+ support network for all QPS members and has subsequently provided caring support and effective mentoring to others. She has worked tirelessly to actively promote the inclusion and diversity advances of the QPS to government and non-government organisations both locally and internationally on a range of initiatives designed to positively impact LGBTIQ+ persons across Queensland.

Chief Inspector Bolderrow's professional dedication has enhanced the professional standing of the QPS, driving forward measurable change and bridging gaps through the forging of strong partner relationships.

Australian Police Medal (APM)

Queensland

Detective Sergeant Stuart Andrew Butler

For distinguished service as a member of an Australian police force.

Detective Sergeant Stuart Butler commenced with the Queensland Police Service (QPS) in April 1990 and was sworn in as a police officer in November of that year. He served all his service as an operational police officer, initially as a general duties officer and the remainder of his career as a criminal investigator. He has become an experienced investigator in the area of child abuse and has played a key role in building the QPS capability to target online child sexual exploitation.

Detective Sergeant Butler has worked in general duties conducting frontline policing in the Regional Criminal Investigation Branch, and since November 2000, has dedicated his career to complex and protracted child protection investigations targeting organised and serial paedophilia. He has led state, national and international child protection operations, investigated historical institutional sexual abuse cases and performed the challenging role of covert online operative.

Detective Sergeant Butler has been recognised internationally for his work in pioneering the investigation of online child exploitation investigations, delivering capability training to multiple nations in the developing world. He has also represented the QPS at international child protection forums where he has helped foster collaborative networks across international boundaries to improve operational efficiencies in undertaking international child protection investigations. His work has led to the rescue of hundreds of victims of child sexual abuse across the world, highlighting the benefits of international cooperation to reduce the sexual exploitation of some of the most vulnerable members of the community – our children

Australian Police Medal (APM)

Queensland

Detective Senior Sergeant Brett Russell Devine

For distinguished service as a member of an Australian police force.

Detective Senior Sergeant Brett Devine commenced his service with the Queensland Police Service (QPS) in September 1986 and was sworn in as a police officer on in April 1987. He has served all his career as an operational police officer in Far North Queensland, serving initially as a general duties officer then the remainder of his career as an investigator in criminal investigation branches including as an officer in charge.

He is widely recognised as a mentor and supportive leader who encourages innovation by investigators under his stewardship and has been integral in the development of junior officers in the field of criminal investigation. Detective Senior Sergeant Devine is renowned as a conscientious, committed, tenacious and meticulous investigator. He has remained committed to community safety throughout his career and has a passion for working with First Nations communities.

Detective Senior Sergeant Devine has been a frontline operational police officer his entire career. He has extensive policing experience throughout communities in the far north, including Aurukun. He commenced as an investigator in the Cairns Drug Squad in 1993 and achieved his detective's appointment in 1998 whilst he was performing duties in the Cairns Criminal Investigations Branch.

Detective Senior Sergeant Devine transferred to Thursday Island in the Torres Strait where he enhanced his investigative career and become well regarded across several state and federal government agencies for his practical approach to policing and his extraordinary ability to achieve shared outcomes in a dynamic operating environment. Detective Senior Sergeant Devine has been the officer in charge of Mareeba Crime Investigations Branch since 2006.

Australian Police Medal (APM)

Queensland

Senior Sergeant Jacinta Maree Pannowitz

For distinguished service as a member of an Australian police force.

Senior Sergeant Jacinta Pannowitz commenced with the Queensland Police Service (QPS) in August 1993 and was sworn in as a police officer in 1998. She has served as an operational officer all her career, having served as a general duties officer, a criminal investigator, shift supervisor and as the officer in charge of the Loganholme Police Station. She has undertaken specialised projects including the South Eastern Region Wellbeing project and is currently relieving as the acting inspector of the Internal Witness Support Unit due to her significant work in supporting officers exposed to psychological injury and/or discipline processes.

Since the age of 17, she has assisted the Logan community in various capacities ranging from civilian administrative functions within the Criminal Investigation Branch (CIB), frontline response as a sworn officer and specialist investigator within the CIB, becoming the first female officer to attain the role of Officer in Charge of a station within Logan District.

Senior Sergeant Pannowitz has faced significant challenges, including a serious on-duty traffic incident in which she had to re-learn how to walk. She has been tasked with investigating and solving multiple homicides and attending a fatal house fire in which multiple adults and children perished. Most notably, affecting both her professional and personal life, she tragically attended the domestic homicide of a family member in 2019 which has had a profound and lasting impact on her as a daughter, mother, wife and police officer.

She has role modelled resilience, compassion, empathy and professionalism and has demonstrated an unwavering commitment to victims of domestic and family violence within the community whilst fundraising and advocating for victim-survivors and their children in her own time. Senior Sergeant Pannowitz is a committed mentor to others, is highly regarded by her colleagues and has actively contributed to influencing cultural change within the QPS with respect to coercive control.

Australian Police Medal (APM)

Queensland

Superintendent Glen Edward Pointing

For distinguished service as a member of an Australian police force.

Superintendent Glen Pointing commented in the Queensland Police Service (QPS) in February 1983 and was sworn in on 6 July 1984. He has served as an operational police officer for all of his service, having worked as a general duties officer, criminal investigator, patrol inspector and district officer. He quickly advanced to investigative roles as a detective and became renowned as a tenacious investigator and manager of serious criminal investigations. He was appointed as the officer in charge of the Thursday Island Criminal Investigation Branch in 1999 before moving into specialist criminal investigation squads in State Crime Command, including Homicide, as an operations leader.

Utilising his investigative and communications skills he moved into a variety of corporate functions as a project officer, human resources manager and development officer before being promoted to inspector. Constantly working to improve his capability, he moved into various district leadership roles and was instrumental in developing the Logan District's 2013 service restructure implementation.

Recognised as an exemplary police officer, investigator, corporate leader and manager, he was promoted to superintendent in 2017 and has been appointed to various district officer portfolios since that time. Superintendent Ponting has excelled in the management of policing regional, rural, and remote communities. He is highly regarded as a respectful, compassionate manager with the welfare of his staff at the forefront of his priorities, whilst working tirelessly to build partnerships, improve service delivery, and enhance community safety.

Australian Police Medal (APM)

Queensland

Senior Sergeant Constance Jean Steel

For distinguished service as a member of an Australian police force.

Senior Sergeant Constance Steel joined the Queensland Police Service (QPS) in May 1988 and was sworn in as a police officer in December 1988. She has served as an operational police officer all her career, including as a general duties officer, support officer, shift supervisor and is currently a regional strategy and performance officer in the Northern Region.

As a leader in modern law enforcement, she embodies the personal and professional qualities sought after in today's policing landscape. Her extensive experience in operational policing is complemented by her consistently high performance in corporate and support roles within the QPS. Senior Sergeant Steel is well-regarded in the Northern Region and across the broader QPS for her knowledge, professionalism, and willingness to provide support and assistance. She consistently demonstrates dedication, skill and expertise in operational policing practices, organisational improvement and professional development.

Her effectiveness in key positions spans operational, intelligence, corporate and support roles. Senior Sergeant Steel is known for her unwavering commitment to providing top-tier support at all levels of the service. Her strategic approach to organisational challenges underscores her dedication to policing the Queensland community.

Australian Police Medal (APM)

Queensland

Assistant Commissioner Christopher John Stream

For distinguished service as a member of an Australian police force.

Assistant Commissioner Christopher Stream joined the Queensland Police Service (QPS) in January 1989, was sworn in as a police officer in June 1990 and has spent all of his career as an operational police officer. He has served as a mechanic, general duties officer, a public safety response officer, tactician, operations manager, assistant district officer and is currently the assistant commissioner in charge of Road Policing and Regional Support Command.

He has excelled in a wide range of policing appointments, demonstrating a high level of commitment, skill, and expertise in operational policing practices, organisational improvement, and professional development. Known for his integrity and resourcefulness in operational planning and organisational improvement, Assistant Commissioner Stream has held various leadership roles including in the Road Policing and Regional Support Command, Crime Support and Patrol Services in the North Brisbane District, the Security and Counter Terrorism Command, a Deputy District Disaster Coordinator, Specialist Emergency Response Team, and Public Safety Response Team.

Assistant Commissioner Stream's leadership style, characterised by compassion, authenticity, and adaptability, is particularly notable for his prioritisation of the well-being and safety of his team members. This approach has earned their respect and support, instilling confidence in his leadership. His efforts to implement change and innovation, focusing on partnerships, inclusion, and diversity, have profoundly impacted the Queensland community, resulting in elevated policing standards and a safer, more inclusive environment for all. His dedication to policing, road safety, and the community has left an indelible mark across his career with the QPS.

Australian Police Medal (APM)

Western Australia

Commander Michael James Bell

For distinguished service as a member of an Australian police force.

Commander Michael Bell has dedicated 38 years of exemplary service to the Western Australia Police Force and consistently exceeded expectations across a variety of challenging roles across Western Australia. His distinguished career includes leadership positions in both metropolitan and regional police stations and detectives' offices. He has successfully led various business areas, each with unique complexities and purposes, including metropolitan, regional and remote police stations, criminal investigations, corporate projects, international peacekeeping, security operations and district stewardship.

Commander Bell has set clear directions for road policing efforts in WA, leading to a reduction in serious and fatal crashes and the achievement of all key performance indicators. His efforts have enhanced service delivery, improved productivity and significantly reduced complaints, displaying his commitment to efficiency and accountability. He has played a pivotal role in the Infringement Management Reform Program, fostering strategic partnerships with key stakeholders, including the Road Safety Commission and the Department of Transport. His proactive approach ensured comprehensive engagement and stakeholder buy-in throughout the program. This facilitated the exchange of knowledge and expertise critical for its success.

The impact of Commander Bell's contributions to the WA Police Force and the community of Western Australia is profound. His strategic leadership during critical incidents, his promotion of diversity and community engagement and his innovative approaches to policing have significantly enhanced public safety and trust in law enforcement. His dedication to continuous improvement and cultural change within the WA Police Force has left a lasting positive legacy.

Australian Police Medal (APM)

Western Australia

Detective Senior Sergeant Stephen John Cleal

For distinguished service as a member of an Australian police force.

Detective Senior Sergeant Stephen Cleal has dedicated 27 years of exemplary service to the Western Australia Police Force. He has served in metropolitan, regional and detective positions. While he was serving at Port Hedland Police Station, his humanity towards the community assisted in numerous interactions allowing open and honest dialogue. This was evident with the Indigenous Community highlighting his outstanding interpersonal and communication skills.

Detective Senior Sergeant Cleal demonstrated his leadership skills in the way he has time for everyone in his workplace, making those he speaks to feel appreciated for their commitment to their work. He has excelled as a family liaison officer demonstrating exceptional professionalism, empathy, and understanding. Recognising the potential for a particular family to be sceptical of the police and the investigation of a man's death due to the initial handling of the case, he voluntarily took on the responsibility of communicating with the family, exemplifying his leadership and foresight as the senior investigating officer. Detective Senior Sergeant Cleal was open and honest about the police's actions and decisions and directly addressed and challenged the family's concerns head-on. His ability to build trust in sensitive and complex situations highlights his outstanding interpersonal and communication skills.

His support was pivotal in changing one of the family member's perceptions of the police, empowering them to become actively involved in police-related initiatives. With his assistance, they launched 'Take 5' training sessions, a crucial program designed to improve police-community relations, particularly with victims and witnesses of crime.

Detective Senior Sergeant Cleal's accomplishments underscore remarkable capacity to drive meaningful change, demonstrate leadership, and effectively bridge the gap between the community and the police. He has given exemplary service and substantial contributions to public safety in Western Australia.

Australian Police Medal (APM)

Western Australia

Inspector Jodie Lee Di Lallo

For distinguished service as a member of an Australian police force.

Inspector Jodie Di Lallo has dedicated 39 years of exemplary service to the Western Australia Police Force. She has served at a number of metropolitan areas including several years at the Child Abuse Unit as a specialist interviewer. Her commitment to serve, empathy, respectful engagement, and desire to bring about change, has had a profound effect on many children and adults who had been physically and sexually abused in an intrafamilial environment. Development of trust, demonstration of agency values, and proficient investigative techniques led to the successful prosecution of numerous serious offenders.

Inspector Di Lallo implemented the Facial Recognition Capability, which provided the opportunity for the agency to provide frontline identification services, real-time analytics as well as identity protection, and was the foundation for future facial biometric initiatives within the WA Police Force. She also implemented a WA Police Force Covert Re-Assimilation Program which reflected international best practice, ensured continued risk assessment and provided a high-level duty of care toward covert operatives. Her commitment to implement a more efficient system for recruiting, promotion and deployment of agency resources has resulted in a more transparent and understandable system.

Inspector Di Lallo has consistently demonstrated excellence in policing, unwavering integrity, and dedication and commitment to the WA Police Force and the community of Western Australia.

Australian Police Medal (APM)

Western Australia

Detective Superintendent John Andrew Hutchison

For distinguished service as a member of an Australian police force.

Detective Superintendent John Hutchison has dedicated 38 years of exemplary service to the Western Australia Police Force, serving in general duties, regional service and in detective locations. His leadership was instrumental in establishing the WA Police Force Under Cover Police Unit as a national benchmark in covert policing and methodology. His ability to lead, collaborate, and foster positive working relationships with other law enforcement agencies resulted in significant breakthroughs in several unsolved homicide cases, including Op VISTA (cold case homicide of Daniel Morcombe) with the Queensland Police Service and Operation SAMBURU (high profile domestic homicide of Carlie Sinclair) with the Northern Territory Police Force.

Detective Superintendent Hutchison led to the dismantling of one of Australia's biggest drug seizures, Operation Beech, involving multiple national and international law enforcement agencies including the United States of America Drug Enforcement Administration (DEA). This resulted in long term secondments for WA Police Force investigators working with DEA. His leadership has resulted in the arrests of drug cartels in Africa, the United Kingdom and Mexico.

Detective Superintendent Hutchison acted as a WA Police Force representative and liaison point for multiple transnational serious organised crime working groups, with national and international law enforcement agencies, including having previously chaired Taskforce Vitreus (preventing and disrupting drug supply chains across Australia and internationally, and contributing to legislative reforms) and Taskforce Athena (addressing high-risk firearms and coordinating national and international efforts to combat their threat in Australia and New Zealand).

His innovative approaches and ability to lead complex investigations and foster collaborative relationships have profoundly impacted law enforcement in WA and beyond. He has provided exemplary service and substantial contributions to public safety.

Australian Police Medal (APM)

South Australia

Senior Sergeant First Class Sandra Joy Daly

For distinguished service as a member of an Australian police force.

Senior Sergeant First Class Sandra Daly has been an inspirational leader within the intelligence portfolio for the majority of her distinguished 43-year policing career. Very early in her police service she had a strong focus on both operational and strategic intelligence assessments, and since then she has led intelligence teams and influenced investigations to successful conclusions which have positively impacted major crimes and general crime rates.

Senior Sergeant First Class Daly has been at the forefront of establishing new practices, systems and team structures to ensure South Australia Police (SAPOL) continues to focus their operations on required areas and achieve desired outcomes in the most efficient way. She is renowned for her strong work ethic and enthusiasm, which has been integral to regularly making key contributions to crime trend analysis, leading to better resource deployments. This has also resulted in improved levels of understanding of criminal activity within South Australia, leading to greater crime reductions and overall improved community confidence and satisfaction.

Senior Sergeant First Class Daly is always looking to assist others and is regularly sought by areas across SAPOL and other community groups for her knowledge and experience. Her leadership inspires others which is highly evident from the commitment of those that she works with and the continual requests from those wanting development opportunities within her area.

Australian Police Medal (APM)

South Australia

Senior Constable Lynette Anne Gibson

For distinguished service as a member of an Australian police force.

Senior Constable Lynette Gibson joined South Australia Police in 1997, commencing her career in metropolitan Adelaide. She has spent the past 26 years policing remote regional communities, including Ceduna and Peterborough. In 2008, she became the child and family intervention officer in the Anangu community in the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands, where she has dedicated her time and policing experience for the past 16 years. During this time, she has inspired women and children to talk about domestic abuse and educated the community about respecting themselves and their family environment.

Australian Police Medal (APM)

South Australia

Superintendent Mark Christopher Syrus

For distinguished service as a member of an Australian police force.

Superintendent Mark Syrus joined South Australia Police in 1980, initially performing general duties roles at Port Augusta Police Station and Anangu Pitjantjatjara Yankunytjatjara (APY) Lands before becoming the Officer in Charge of Andamooka Police Station. In 1989, he joined Special Tasks and Rescue (STAR) Operations, serving with distinction as a team operative, police diver and supervisor in numerous complex, significant and hazardous incidents over a 12-year period. He was promoted to Sergeant within STAR Operations and then Inspector in 2005, when he transferred to Far North Local Service Area (LSA).

In 2014 Superintendent Syrus returned to STAR Operations as the officer in charge, where he represented South Australia Police (SAPOL) on a national level and was appointed as the national deputy of Counter Terrorist Operations for the Australia-New Zealand Counter-Terrorism Committee. Promoted to Chief Inspector in 2016, he excelled as Officer in Charge of the Communication Centre where he was integral to the successful implementation of the Communications Support Model which established the Investigation Support Desk and State Crime Assessment Centre.

In 2019 he was promoted to Superintendent as the Officer in Charge of Yorke Mid North LSA where he continues to provide leadership to 140 staff across 32 outstations. In this role he was instrumental in providing support and leadership during the COVID-19 pandemic, particularly regarding cross-border complexities. Superintendent Syrus has a strong community connection through his 28-year involvement with Operation Flinders where he has provided leadership and guidance to countless young people, helping them to build engagement, resilience and wellbeing.

Superintendent Syrus has a people-first approach to his staff and has developed a strong reputation over his distinguished 43-year operational career for his professionalism, frontline and strategic leadership ability with a focus on training, mentoring and succession planning.

Australian Police Medal (APM)

Tasmania

Inspector Brenda Louise Orr

For distinguished service as a member of an Australian police force.

Joining Tasmania Police in 2000, Inspector Brenda Orr was promoted to the rank of Inspector in July 2020, having performed several operational and strategic roles across Tasmania Police. This includes frontline uniform policing, overseeing the professional development of members at the Police Academy, and a particularly strong career as a police prosecutor.

As a commissioned police officer, Inspector Orr has undertaken a leadership role within the Project Management Office and more recently within Southern Regional Prosecution Services. With a strong legal background, Inspector Orr is highly regarded for her experience as a prosecutor, having served in Prosecution Services in both Southern and Western Districts.

In her time with the Project Management Office, Inspector Orr made significant progress in several key Department of Police, Fire and Emergency Management initiatives. She led the development of Project Pantheon (legislative and technological change), NCIS (National Criminal Intelligence System), Catton (video interview machines) and the Axon Communities Upload project for the 'Enough is Enough' road safety campaign.

Inspector Orr also facilitated cross-agency change in the governance and focus of Justice Connect and the Magistrates Court Bill, and in 2020 (before being promoted to the rank of Inspector) was appointed to a leadership role in the State Control Centre as part of Tasmania Police's response to the COVID-19 pandemic.

She has demonstrated a strong ability to align strategic insight with operational activities, while clearly focusing on the resulting impacts for frontline police. Inspector Orr is well regarded by her colleagues and has always looked for opportunities for improvement in the workplaces she has led, both from an organisational and workplace specific perspective.

Australian Police Medal (APM)

Tasmania

Inspector Matthew Peter Richman

For distinguished service as a member of an Australian police force.

Inspector Matthew Richman has had an extensive career with Tasmania Police, joining the organisation in 1984. Over his 40-year career, he has held several key operational and frontline roles, demonstrating his commitment and service to the community.

Working across Devonport, Queenstown, Professional Standards, Business Project Services, Fraud Investigation and Wellbeing Support areas, his contributions to Tasmania Police and the broader community have been significant and enduring.

Inspector Richman led a body of work widely recognised as a leading example of contemporary police internal investigations, and was pivotal in the introduction of the University of Tasmania's Tasmanian Institute of Law Enforcement Studies (TILES).

He currently serves as the director of Wellbeing Support, a role he has held since its inception in August 2019. The unit is nation-leading in the support it provides to emergency services personnel, including Tasmania Police, Tasmania Fire Service, State Emergency Service, and Ambulance Tasmania.

Inspector Richman's interest in this area is long standing, having led the critical incident stress management response for all emergency service personnel who were involved in the 1996 Port Arthur massacre.

Inspector Richman is highly respected by officers at all levels and is known for his genuine care for members, consistently seeking positive outcomes for their wellbeing. His leadership has been crucial in developing and implementing key initiatives, such as MyPulse, the Critical Incident Stress Management Program, clinical psychological services, mental health and wellbeing checks and the introduction of wellbeing support officers.

His leadership, innovation, and commitment to the wellbeing of his colleagues and the community exemplify the highest standards of public service. His work has had a profound and lasting impact, setting a benchmark for future initiatives within Tasmania Police.

Australian Police Medal (APM)

Northern Territory

Senior Sergeant Stefan Vilhelm Herold

For distinguished service as a member of an Australian police force.

Senior Sergeant Stefan Herold's exceptional career in the Northern Territory Police (NTP) spans over 42 years, marked by distinguished service in urban, remote and specialist areas. Joining the NTP in March 1982, Senior Sergeant Herold has been an integral part of the police, serving in multiple capacities including general duties, traffic, marine and fisheries enforcement, tactical response group, firearms, forensic, water police, counter terrorism, emergency management, and the Territory security services.

His leadership has been particularly noteworthy in the Territory security section from 2021 to 2024. He has displayed outstanding management skills supporting capability development, exercise management and coordination response in support of critical incidents, natural disasters, and police operations. Senior Sergeant Herold has consistently demonstrated professionalism, ensuring the safety and security of the community through meticulous planning, coordination, and communication with both internal and external stakeholders. His ability to convey crucial information effectively to senior executives has been instrumental in shaping security and counter-terrorism strategies.

Throughout his career, Senior Sergeant Herold has shown a remarkable capacity for adapting to change, embracing diversity, and fostering an inclusive work environment. He demonstrated his commitment when joining the newly created NT Police Counter Terrorism Security Coordination Unit in 2004 and then being appointed the first officer in charge of the expanded Security and Emergency Coordination Section in 2010. Senior Sergeant Herold has increased responsibility for counter terrorism and emergency management coordination, security intelligence and major event planning, highlights his forward-thinking approach and dedication to community safety.

His contributions to maritime safety as officer in charge of the Water Police section further exemplify his commitment to service. Here he was responsible for maritime search and rescue operations, fisheries enforcement, including Indigenous Sea Ranger training, and maritime border security during the COVID-19 public health emergency.

Senior Sergeant Herold's career is a testament to his unwavering dedication, leadership, and courage. His extensive experience and contributions to the community highlight his lifetime of service and excellence in policing.

Australian Police Medal (APM)

Northern Territory

Senior Constable Ian John Spilsbury

For distinguished service as a member of an Australian police force.

Senior Constable Ian Spilsbury's career with the Northern Territory Police (NTP) exemplifies dedication and excellence in forensic science. Since joining the NTP in January 1995, and transferring to the Forensic Science Branch in 1999, Senior Principal Examiner Spilsbury has been a pillar of expertise and leadership in the Southern region. His commitment to forensic science has seen him progress through the ranks, earning qualification as a principal examiner in 2011 and taking on the role of team leader for the Alice Springs Crime Scene Examination Unit in 2013.

Senior Constable Spilsbury's leadership extends across a vast and challenging region, where he mentors and guides a team of five officers in responding to incidents from Elliott to the South Australian border. His work ethic is unparalleled, often involving long hours, extensive travel, and work in remote areas with limited resources. His dedication to his discipline is evident not only in his daily responsibilities but also in his role as the bomb scene examination capability manager for the NTP, where he represents the force nationally and contributes to disaster victim identification.

Over his career, he has received multiple accolades for his contributions. His work was pivotal in the successful prosecution of a man who murdered an English backpacker. He has also been recognised for his involvement in high-profile investigations and his contributions to disaster response efforts, such as the Black Saturday bushfires. His recent work in identifying evidence that led to the rapid arrest of a sexual assault suspect in 2019 further highlights his impact. Senior Constable Spilsbury's unwavering dedication, expertise, and willingness to mentor others have made him an invaluable asset to the NTP and a respected figure in the field of forensic science.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Scott Alexander Campbell, Lawrence NSW 2460

For distinguished service as a member of an Australian fire service.

Mr Scott Campbell joined the Lawrence Rural Fire Brigade in 2007 and has served as a deputy captain, senior deputy captain, captain, secretary, representative of the NSW Rural Fire Service Association (RFSA), community engagement officer, training officer, equipment officer, first aid officer and permit officer.

Mr Campbell has been instrumental in local and regional training for a decade and as a marshall at the NSW Rural Fire Service (NSW RFS) Region North Exercise and Australian Fire Cadet Championships. He has driven the Secondary Schools Cadet Program across the Clarence Valley, helping increase the youth membership of local brigades. Appointed a deputy group officer in 2019, Mr Campbell is a member of the Senior Leadership Team and was part of the pioneering 'Your Health Matters' initiative and is currently the elected president of the RFSA.

As a strike team leader, divisional commander, sector commander and crew leader, he continues to serve locally and on interstate deployments, including twice as a strike team leader to the Piliga in 2015 and to the Namoi Gwydir District, the Northern Tablelands, Wambelong, Victoria, Tasmania and Queensland. During the 2019-2020 catastrophic fire season, Mr Campbell was a divisional commander in the Clarence Valley District providing exceptional service to other firefighters and the community during the most difficult of times. A natural leader, Mr Campbell encourages his peers to give their best and search for the optimum outcome.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Samuel Stuart Clark AM, Killara NSW 2071

For distinguished service as a member of an Australian fire service.

Mr Samuel Stuart Clark AM joined the Elouera Rural Fire Brigade in 1973 and has since served as a member of the Ku-ring-gai, Killara and Hornsby Communications brigades. He served as the Communications Brigade captain from 2017 to 2024 and is currently the Killara Brigade deputy captain and president.

Mr Clark has played a key role in the Killara Brigade's establishment, engaging both state and local governments to secure land and build a brigade station, delivering enhanced local firefighting capability. A respected senior member, he has given his time and legal expertise freely for the betterment of the NSW Rural Fire Service (NSW RFS), contributing to projects including the development of the Code of Conduct and Ethics, disciplinary processes, Brigade Constitutional reform and the Brigade Management Handbook.

Mr Clark has played an integral role in the establishment of the modern NSW RFS, mentoring generations of leaders and contributing to the professionalism for which the agency is now known. As the architect of the service's organisational structure, he worked with successive commissioners to implement necessary legislative and corporate changes to shape the service. The NSW RFS is indebted to Mr Clark for his unwavering commitment.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Anthony Clough, Junee NSW 2663

For distinguished service as a member of an Australian fire service.

Mr Anthony Clough has given more than 50 years' service to the NSW Rural Fire Service, including as a captain, senior deputy captain and deputy captain of the Wantabadgery Brigade and as a group captain in the Junee District for the past 27 years.

He has ensured the Wantabadgery Brigade is always ready to respond as needed and has personally responded to numerous challenging incidents, including the Jail Break Inn fire at Junee in 2006 and the Dunns Road fire at Tumut during the 2019-2020 catastrophic fire season. Serving as a strike team leader on multiple occasions, his professionalism and guidance is highly valued.

Mr Clough has contributed more broadly as a member of the Riverina Zone Senior Leadership Team since 2010 and a founding member of the equivalent Area South Western Team. He has helped safeguard the community and firefighters through his efforts as a member of the Riverina Bush Fire Management Committee and by helping develop practical fireground solutions and underpinning policy, including the Rural Fire Service Farm Fire Unit policy. Mr Clough has always demonstrated the highest values of the NSW Rural Fire Service.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Robert James Conroy, Bayview NSW 2104

For distinguished service as a member of an Australian fire service.

Mr Robert Conroy has made a serious and sustained contribution to bush fire control in NSW and Australia for decades, through his influential career in the National Parks and Wildlife Service, volunteer service with the NSW Rural Fire Service and membership of the NSW Bush Fire Co-ordinating Committee and the Australasian Fire and Emergency Service Authorities Council.

Joining the Coal and Candle Rural Fire Brigade in 1998, he has served as a deputy captain and senior deputy captain. He is recognised as a mentor and trainer, particularly for crew leaders, and recently co-authored the brigade's history.

Mr Conroy has contributed to countless incident management teams since 1994 and has deployed to numerous fires and other incidents, including as a division commander to the USA in 2019, a strike team leader to Tasmania in 2019 and on 13 strike teams during the catastrophic 2019-20 fires.

With renowned operational knowledge and skill, Mr Conroy provides expert advice on local risk management and mitigation planning based on an encyclopaedic memory of every major bush fire and hazard reduction activity on the Northern Beaches dating back to the 1950s. Mr Conroy's contribution is highly-regarded at all levels.

Australian Fire Service Medal (AFSM)

New South Wales

Ms Jennifer Ann Farrell, Lisarow NSW 2250

For distinguished service as a member of an Australian fire service.

Ms Jennifer Farrell's career in bush fire management began with the NSW National Parks and Wildlife Service in 1973 and has continued as a member of the Matcham-Holgate Rural Fire Brigade since 2012. Qualified across incident management and firefighting capabilities and with more than five decades' experience in complex campaign bush fires, Ms Farrell has served as a planning officer for dozens of major fires and deployed locally, interstate and internationally in both incident management and firefighting capacities.

Acting as a mentor and trainer in various disciplines, she also has served as the chair of the Central Coast Bush Fire Management Committee for the past four years and the planning officer for bushfires in the Clarence Valley, Northern Tablelands and Central Coast during the 2019-2020 catastrophic fire season. She has deployed on firefighting strike teams to Singleton, Cooma and Eurobodalla and supported incident management in the ACT.

During the 2023-24 fire season, Ms Farrell was the planning officer for large fires at Coonamble, Narrabri and the Central Coast, as well as joining local and out of area firefighting efforts. Ms Farrell's capabilities have helped minimise the impact of bushfires on countless communities.

Australian Fire Service Medal (AFSM)

New South Wales

Mr John Duncan Hedley, NSW

For distinguished service as a member of an Australian fire service.

Mr John Hedley joined the Bulga Brigade in 1974, holding roles including deputy and senior deputy captain before his election as a Hunter Valley District group captain in 2001, a position he continues to hold. As well as responding to bush, grass and structural fires and motor vehicle accidents throughout the Hunter Valley, Mr Hedley has joined numerous incident management teams and performed as a sector and division commander and in Operations Support when needed. Contributing across the district, he conducts and assesses training, helps with brigade management and assists in the Fire Control Centre when staff are otherwise committed.

Mr Hedley devotes extensive time to building relationships and bushfire awareness through the NSW Rural Fire Service Cadets program, educating landholders as a fire permit officer and working with other agencies and on the Senior Leadership Team and Hunter Valley Bush Fire Management Committee. During the 2019-2020 catastrophic fire season, along with another colleague, he organised to billet out-of-area strike teams at the Lone Pine Army Barracks and acted as a liaison officer for Victorian crews. Mr Hedley is admired for his calm, confident and respectful manner.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Gregory Reuben Houston, Stanwell Park NSW 2508

For distinguished service as a member of an Australian fire service.

Mr Gregory Houston has made a consistent, dedicated, and selfless contribution to firefighting since joining Fire and Rescue NSW (FRNSW) in 1990, and throughout his extensive tenure, he has consistently demonstrated a shared ethos centred on helping others, community, diversity, and philanthropy.

Mr Houston's passion for firefighting is evident in his tireless efforts to enhance his skills and qualifications and through his work as a zone commander. Notably, he has successfully obtained senior urban search and rescue (USAR) qualifications and has been crucial in significantly improving and expanding FRNSW's rescue capabilities. Mr Houston possesses significant structural collapse skills and was commended for his actions during deployment as a member of the Thredbo Task Force. Post the Thredbo Landslide in 1997, FRNSW developed an accredited USAR team, coordinated by the Department of Foreign Affairs and Trade, known as AUS 2. Mr Houston is an integral member of this team, which saw him deployed to Christchurch in 2011, and Vanuatu in 2015 as a senior USAR specialist.

In addition to his operational achievements, Mr Houston has contributed significantly to the philanthropic endeavours of FRNSW and is always the first to put his hand up and assist. Thanks to the tireless effort, support and additional work he put into rebranding and organising FRNSW's Annual Fundraising Ball in 2023, the event raised a record amount for Westmead Children's Hospital's Burns Unit.

Mr Houston has done extensive work to recognise the welfare of veterans and ex-service personnel. As the FRNSW liaison officer, he works on the annual Sydney ANZAC Day march as a committee member, and coordinates the FRNSW ANZAC Day service, march and ceremonial activities. Since 2022, Mr Houston has played a leading role in reforming the NSW Fire Brigade RSL sub-Branch and was elected president at the inaugural meeting.

Whilst Mr Houston's contributions to firefighting are exceptional, it is his unwavering dedication, continuous pursuit of excellence, and commitment to community engagement that make him a true asset to the firefighting community and a beacon of inspiration for his peers.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Wayne Robert Keel, Halls Creek NSW 2346

For distinguished service as a member of an Australian fire service.

Mr Wayne Keel joined the Namoi River Rural Fire Brigade in 2003, quickly progressing to become the brigade captain. After overseeing the successful amalgamation of the Upper Manilla and Namoi River brigades, in 2016 he transferred to Halls Creek Brigade, where he holds the positions of deputy captain, treasurer and secretary.

He has served as a Tamworth District deputy group captain since 2017 and group captain since 2020. During the 2019-2020 catastrophic fire season, Mr Keel was deployed as a division commander to fires at Tenterfield, Glenn Innes, Walcha, other areas of NSW and his local area. He was tasked to flood recovery strike teams in Moree, Grafton and Gunnedah in 2021 and 2022. He organised the RFS Tamworth District flood appeal for the Forbes community following the devastating floods of December 2022.

Known for his collaborative approach, Mr Keel is a member of the Area North Western Senior Leadership Team and a dedicated trainer, assessor and course coordinator on the RFS Tamworth District Training Team. He has committed significant time and effort to youth engagement, conducting numerous RFS secondary school cadet programs. This includes the Walaaybaa Junior Ranger program with the Tamworth Local Aboriginal Land Council building strong relationships with schools.

Mr Keel is recognised by his community for his ongoing commitment to the NSW Rural Fire Service and local volunteer organisations.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Samuel James Parkhouse, NSW

For distinguished service as a member of an Australian fire service.

Mr Samuel Parkhouse joined Fire and Rescue NSW (FRNSW) in 2006, and much of his service with FRNSW has been in the specialist areas of rescue and urban search and rescue (USAR). Mr Parkhouse has represented FRNSW on deployments both domestically and internationally in response to disasters such as the Dungog floods, Tropical Cyclone Debbie, the Northern Rivers floods, the 2019-20 bushfires, and worked as a crew leader in the aftermath of the Türkiye earthquake.

While his work during these deployments is commendable, it is his efforts in the mental health and wellbeing space that distinguishes Mr Parkhouse. His exposure to traumatic incidents and psychological injury, as well as the witnessing of his peers battling and succumbing to mental health challenges and diagnoses motivated him to create a firefighter centric and holistic approach to assist treatment. From this concept, Mr Parkhouse developed and implemented the FRNSW Wellness Summit, an innovative and ground-breaking mental health support program with the intent of providing evidence-based trauma support which was specifically tailored to meet the unique needs and nature of firefighters.

Mr Parkhouse's objective with the Wellness Summit was to provide psychological, emotional and physical separation from the everyday environment. He achieved this by developing a wellness retreat that provided consecutive days of relief utilising a range of activities, psychological support and holistic tools that attendees can employ in conjunction with current treatment plans. The Wellness Summit was piloted in 2022, and was met with positive feedback, with one participant stating that Mr Parkhouse has "developed a program that is changing lives and saving lives."

In recognition of the success, Mr Parkhouse has represented FRNSW presenting his program at the National Frontline Mental Health Conference garnering interest from other emergency services. As he continues to develop the Wellness Summit to make it accessible, Mr Parkhouse remains dedicated to supporting his fellow firefighters and emergency service agencies and their wellbeing.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Garry James Reardon, Junction Hill NSW 2460

For distinguished service as a member of an Australian fire service.

Throughout his 33-year career with Fire and Rescue NSW (FRNSW), Mr Garry Reardon has consistently demonstrated distinguished service to both FRNSW and the community he continues to serve. Mr Reardon displays a high degree of professionalism and leadership to the diverse group of firefighters he commands at Grafton Fire Station. His leadership, developing and mentoring of his firefighters has ensured a rapid response 24 hours a day, seven days a week, to all emergencies, including significant structure fires, heavy vehicle incidents and significant hazardous material incidents.

His responsibilities as a leader also extend beyond standard FRNSW incident response to also guarantee an around the clock specialised response in both FRNSW intermediate hazardous material response, and since 2022 remote pilot aircraft systems (Drone) from Grafton Fire Station. Mr Reardon has further been responsible for supporting, deploying and leading his firefighters to many of the disasters that have impacted the community including the Clarence River floods of 2009, 2011 and 2013; the 2017 Tropical Cyclone Debbie response in Lismore; the 2021 Port Macquarie Hastings River floods; the 2019-2020 bushfires; and most recently 2022 Lismore floods.

Over 21 days in June and August 2022, Mr Reardon was involved in deploying flights that allowed mapping of 774 cane fields totalling 2100 hectares. These flights allowed geographic information system (GIS) mapping of debris that assisted impacted cane growers with undertaking safe harvesting of mature cane, to increase cane harvest outcomes and remove flood debris. His leadership of the crew was essential to the deployments over 21 days, whilst also ensuring his station could meet normal emergency service delivery over the mission. Mr Reardon is highly regarded by his peers and other emergency service agencies and is a highly valued and respected member of FRNSW, going above and beyond the call of duty.

Australian Fire Service Medal (AFSM)

New South Wales

Ms Robyn Leslie Reynolds, Pambula NSW 2549

For distinguished service as a member of an Australian fire service.

Ms Robyn Reynolds has been a dedicated and highly-esteemed member of the Pambula Rural Fire Brigade since 1999. Her commitment to her brigade and the community has been unwavering, marked by her extensive service in key roles that have significantly contributed to the brigade's effectiveness and resilience.

Ms Reynolds has demonstrated leadership, professionalism and operational skill as the brigade's health and safety, training, first aid and permit officer, as well as the secretary, treasurer, deputy captain, senior deputy captain and captain. As the previous secretary and current treasurer, Ms Reynolds' meticulous attention to detail and integrity ensured the efficiency of the brigade's administration and financial management.

Throughout her progress through the ranks to her current role as captain, Ms Reynolds has shown strategic vision and the ability to inspire and lead her team through numerous challenging and hazardous incidents, always prioritising safety and operational success. Ms Reynolds has made a wider contribution as a member of the Bega Valley District Training Advisory Group, helping shape training policies and improve the overall training framework.

Ms Reynolds' long-standing commitment and significant contributions have had a lasting impact on the Pambula Rural Fire Brigade and community. Ms Reynold's is commended for her service, dedication and leadership.

Australian Fire Service Medal (AFSM)

Victoria

Mrs Diana Luen Billingsley, VIC

For distinguished service as a member of an Australian fire service.

Mrs Diana Billingsley commenced service with the Country Fire Authority (CFA) on 9 December 1998. Since that time, she has served for over 24 years as a CFA volunteer and is one of CFA's experienced volunteer trainers and assessors, having delivered a substantial number of courses to volunteers in the past 15 years. Courses she has delivered largely relate to the General Fire Fighter course and are critical to enabling new CFA members to become operational.

In October 2023 Mrs Billingsley was deployed to the Northern Territory to review, validate and recommend enhancements to Bushfire NT's Firefighter1 package for volunteers. Mrs Billingsley has served two years as District 27's representative on the inaugural CFA Women's Advisory Committee established by the chief executive officer and chief officer to advise on, and work to address, barriers to the recruitment, retention, development and leadership opportunities for women volunteers within the CFA. Mrs Billingsley is known for being a proactive, solution-focused member of the group, willing to roll her sleeves up to help drive positive change for women in her district and beyond.

As an operational volunteer, Mrs Billingsley has attended more than 200 incidents in the last two decades, including as a crew leader during the 2009 Black Saturday and 2019-20 Black Summer fires. As a volunteer leader she has served seven years as the captain of the Boolarra Fire Brigade where she implemented operational debriefings after every incident. More recently she has taken on the role of deputy group officer and group training officer for the Merton Group where she plays a larger role in supporting volunteer training within her district.

Australian Fire Service Medal (AFSM)

Victoria

Mr Peter Vincent Brick, Nicholson VIC 3882

For distinguished service as a member of an Australian fire service.

Mr Peter Brick has provided 24 years of dedicated service to bushfire response on the fireground and in incident management teams. Mr Brick is currently accredited as a level three incident controller, a level two operations officer and is a regional agency commander. He has led many taskforces and many incident management teams through some difficult and challenging deployments, with the safety of firefighters his first and foremost priority. He has attended multiple major fires across Victoria during his career and has proudly represented Victoria on interstate deployments to New South Wales, Western Australia and Tasmania. In 2023 he was responsible for leading an Australian Incident Management Team in Alberta, Canada.

Mr Brick has been and continues to be a dedicated trainer and assessor and takes pride in giving his time to assist with the development staff capability in fire roles and, more broadly, the future capability of Forest Fire Management Victoria. Mr Brick has built very strong relationships with the local community, is well respected and always has the support of the community at local briefings. He has also built and maintains very important relationships with key members of other emergency management organisations. These relationships serve Mr Brick and Forest Fire Management Victoria well within regional control teams and state briefings.

Australian Fire Service Medal (AFSM)

Victoria

Ms Fiona Vivienne Burns, VIC

For distinguished service as a member of an Australian fire service.

Ms Fiona Burns has distinguished her contribution to the Country Fire Authority (CFA) and the community throughout her 21 years of service through her exceptional leadership, energy, and enthusiasm in any role, task, or duty that she has undertaken. Ms Burns is exemplar of all those qualities and values espoused by CFA for adoption by its members.

Her outstanding experience, knowledge, and ability as a level three planning officer has been witnessed during numerous campaign fires experienced through various parts of Victoria along with her efforts in across deployments in Tasmania and Canada. She has also deployed across Australia as a strike team and task force leader on multiple occasions.

Ms Burns is highly regarded by senior leaders from across the emergency management sector within Victoria for both her superior leadership and incident management skills. Ms Burns' exceptional personal commitment and passion to the development, presentation and contribution to leadership programs that enhance the diversity of membership, knowledge and practise of the discipline of both brigade and emergency incident management, has been commendable. Her outstanding contributions and high personal standards have inspired others to make their communities better and safer places. Lives and property have been saved because of Ms Burns' efforts.

Australian Fire Service Medal (AFSM)

Victoria

Mr Mark Andrew Gunning, Horsham VIC 3400

For distinguished service as a member of an Australian fire service.

Mr Mark Gunning is an Assistant Chief Fire Officer with Fire Rescue Victoria (FRV), seconded to the Country Fire Authority (CFA), with over 40 years' experience in firefighting and emergency management. Starting as a volunteer firefighter in Victoria's west, Mr Gunning has since contributed significantly as an operational leader in both CFA and FRV. He is currently serving as the assistant chief fire officer in Horsham, Victoria.

Mr Gunning has provided incident leadership during some of Victoria's largest emergencies in times of major fires, flood, pandemic and other events endangering Victoria's communities. He has provided service and leadership during emergencies such as the Ash Wednesday Bushfires, 1983 in Victoria, the 2009 Black Saturday Bushfires, the 2019-20 Black Summer Bushfires, the 2011 and 2022 Victorian Floods, the Victorian COVID-19 response and numerous other fires, floods and emergency operations. He has served with distinction in assisting fire operations in New South Wales, South Australia and Queensland during his service.

Mr Gunning has been an inspirational leader in emergency management planning across Victoria, being innovative and leading communities to be better prepared for fires and the range of other emergencies they may face. He has also attained numerous tertiary qualifications related to law, leadership, disaster, fire and emergency management. Mr Gunning is known for developing tailored responses for the most vulnerable and marginalised demographics, including migrant and indigenous communities, during emergencies and is well-respected for his work.

Mr Gunning has made a significant contribution to the safety, well-being and recovery of communities during times of emergency. Mr Gunning's efforts in incident management during recent fire seasons, floods and pandemic responses has been outstanding. His command roles during his years of service have been challenging, yet he has led strongly and effectively during times of crisis throughout his distinguished career.

Australian Fire Service Medal (AFSM)

Victoria

Mrs Lisa Ann Hicks, Pakenham Upper VIC 3810

For distinguished service as a member of an Australian fire service.

Ms Lisa Hicks has been an exceptionally dedicated member of the Country Fire Authority (CFA) for over 48 years. During this time Ms Hicks has served in brigade roles in the Narre Warren North and Pakenham Upper Brigades, and in supporting roles in the Pakenham / Cardinia Groups and the former Pakenham Incident Control Centre (ICC). Ms Hicks has been supporting ICCs and Incident Management Teams for 30 years. Mrs Hicks is a currently endorsed crew leader and public information officer.

Ms Hicks continues to serve in an operational capacity turning out to Pakenham Upper fire calls and in the role of field management support, supporting Cardinia Group Strike Team leaders, sector commanders, and Level 2 incident controllers. Ms Hicks also assists and leads the instruction and assessment of three to four General Firefighter Courses run by the Cardinia Group each year.

Ms Hicks is a full time brigade administration support officer with the CFA and supports the Cardinia Group of fire brigades. She continues to work full time in this role after 18 years of dedicated and distinguished service. She individually supports all 16 Brigades in the Cardinia Group and supports the group training coordinator in the execution of the Group/Catchment annual training plan.

Ms Hicks is an outstanding leader, trainer, administrator, and support person. She is highly respected for her commitment to supporting volunteers and the quality outcomes she delivers to brigades and groups.

Throughout her outstanding contribution to CFA, she has demonstrated exemplary values and commitment to the prevention, preparedness, and response to fire both as a CFA employee, and member of her local community.

Ms Hicks works continuously to improve the level of competency and performance of volunteers at all levels, with a key focus on recruitment, general firefighter training, community safety and engagement, and brigade administration and support.

Australian Fire Service Medal (AFSM)

Victoria

Mr Mark Geoffrey King, Yallourn North VIC 3825

For distinguished service as a member of an Australian fire service.

Mr Mark King's journey with the Country Fire Authority (CFA) commenced in November 1992, and his steadfast dedication to both his community and the organisation was evident as early as July 1993 when he assumed the role of brigade communications officer.

Over his impressive 30 years of service, Mr King has donned various hats within the CFA, including firefighter, strike team leader for deployments both interstate and state-wide, sector commander, divisional commander, deputy operations officer, health team leader and is currently a community liaison officer. His commitment has taken him to campaign fires in Victoria, New South Wales, and Tasmania, leaving a significant impact in each location. Mr King's expertise extends to fire investigation, with qualifications in wildfire, structural, and vehicle fire investigation since 2004. He has conducted investigations across districts 9, 10, 11, and 27, bringing invaluable insights to the table.

Within the CFA, Mr King has made an indelible mark, especially in training, community safety, firefighting, and firefighter health, safety, and well-being. Notably, he played a pivotal role in introducing the South East Region's first Health Monitoring and Rehabilitation Unit, advocating passionately for the benefits of such initiatives. As a result, two more rehabilitation units now serve the South East Region of Victoria, significantly reducing heat-related incidents and hospital treatment claims among firefighters. These units also extend their support to partner agencies like the Victorian Department of Energy, Environment and Climate Action, Fire Rescue Victoria, and Victoria Police.

Mr King's dedication extends to being a volunteer trainer and assessor, equipping many volunteers with essential qualifications, including breathing apparatus, tanker licenses, and general firefighter skills. Mr King has had an extraordinary 30-year career and an unwavering commitment to community protection, firefighter health, and safety. His outstanding innovation and tireless work ethic continue to have a profound impact on the CFA, Latrobe City Council, and the broader local and interstate community.

Australian Fire Service Medal (AFSM)

Victoria

Mr Benjamin David Schmidt, Frankston South VIC 3199

For distinguished service as a member of an Australian fire service.

Mr Benjamin Schmidt commenced with Fire Rescue Victoria (FRV) in 2013 and currently holds the position of senior station officer. Throughout Mr Schmidt's career he has demonstrated a passion for education and well-being, serving as a recruit instructor and being an advocate and founder of the Country Fire Authority's career peer program.

In addition to his contribution to the well-being of FRV employees, Mr Schmidt maintains a role as a senior logistics and operations member of the Australian Medical Assistance Team (AUSMAT). Mr Schmidt was released by FRV and deployed significantly during the pandemic. His contribution to domestic and international communities throughout the pandemic was outstanding and demonstrated a commitment to human welfare, placing himself in harm's way when little was known about COVID-19.

Mr Schmidt was released to Darwin to establish logistics and operations for the Howard Springs International Quarantine Facility in preparation for the first arriving flight from Wuhan, China, writing the Logistics Standard Operating Procedures for the facility.

Mr Schmidt also deployed to Fiji in a forward assessment team, assessing the health systems and structures of the Fijian health system. Additionally, he deployed to Kiribati, preparing the island nation for a potential outbreak, and was instrumental in repairing their oxygen supply chain. Domestically, Mr Schmidt led the logistics response for the cruise ship Artania which was docked in Fremantle, supporting the 600 isolated crew members as well as a hotel quarantine site in Fremantle's central business district. Mr Schmidt also led the logistics response for the Victorian Aged Care Response, facilitating five teams across five sites to visit over 150 facilities.

Mr Schmidt's role across these deployments no doubt saved thousands of lives, and his commitment to provide assistance to vulnerable communities demonstrates his contribution in response to the pandemic.

Australian Fire Service Medal (AFSM)

Victoria

Mr Timothy Philip Smith, Hurstbridge VIC 3099

For distinguished service as a member of an Australian fire service.

Mr Timothy Smith commenced service with the Country Fire Authority (CFA) in April 1982 and has contributed significantly to the fire services sector in Australia and New Zealand. He is a distinguished volunteer firefighter with Hurstbridge Fire Brigade and deputy group officer for the Nillumbik Group as well as CFA's Fleet Operations manager.

Mr Smith has been one of the most active responders of his brigade during his 42 years of service, responding to 40 percent of brigade incident attendances. This includes responding to large fires such as Ash Wednesday, Black Saturday and Black Summer fire campaigns, and is a qualified Strike team Leader, Sector Commander and past Captain of his brigade.

As the manager of Fleet Operations, Mr Smith leads CFA's team of 13 mechanical workshops across the State which ensures that CFA's 2000+ firefighting appliances are safe and fit for purpose. As the respected chair of the Australasian Fire Authorities Council, Fleet Technical Group, he has led and supported various projects and initiatives that have improved fire agencies' collaboration, efficiency, and safety across jurisdictions. He has also demonstrated a strong commitment to sustainability and cost-effectiveness, ensuring the fire sector can deliver optimal services to the communities they protect.

Mr Smith is a CFA leader with commitment and tenacity as both a volunteer and in his professional role, serving as a firefighter for 42 years. He has been a mentor and coach for junior members across the state, supporting them to build their firefighting skills. He is also a mentor in CFA's Women in Leadership mentoring program, actively supporting women volunteer leaders to develop their potential and skills and visibly championing the contribution of women firefighters to CFA. Mr Smith is a valued and respected member of the fire community. He has shown exceptional passion, enthusiasm, and expertise in his field and has inspired many others with his service and dedication.

Australian Fire Service Medal (AFSM)

Victoria

Mr Murray John Talbot, Epping VIC 3076

For distinguished service as a member of an Australian fire service.

Mr Murray Talbot commenced his operational service in January 1985. Over his 39-year career, he has held various frontline roles, attended significant emergencies and remains an operational firefighter. This has included 23 years as the Firelighting Consequence Awareness Program (FireCAP) coordinator, where he has had a profoundly positive impact with young people involved in fire risk behaviour. Many of these youths have come from a background that involved significant physical and mental abuse and suffer from complex psychological issues. Mr Talbot's unwavering commitment to helping these vulnerable individuals has profoundly impacted their lives and exposed him to the immense challenges of working with those who are mentally unwell.

Mr Talbot developed a comprehensive behavioural risk evaluation tool with Victoria University. This tool is crucial for identifying the risks and complexities of individual cases, ensuring timely and effective interventions. His empathetic approach in interviewing parents and understanding each case's unique factors has been instrumental in rehabilitating young offenders and preventing recidivism.

Mr Talbot's work extends beyond local boundaries. The FireCAP program is nationally recognised, with other states and territories seeking his expertise. His collaboration with Victoria Police, the Juvenile Justice system, and the Bushfire Arson Squad highlights his integral role in fire prevention and community safety. Mr Talbot's selfless dedication to fire safety and prevention, combined with his support for young people exhibiting fire risk behaviour, including those who are mentally unwell, exemplifies his distinguished service. His contributions have significantly improved the safety of the young people involved, enhanced community safety, and provided enduring benefits for operational frontline personnel across a range of emergency services.

Australian Fire Service Medal (AFSM)

Victoria

Mr Jonathon Richard Wood, Traralgon VIC 3844

For distinguished service as a member of an Australian fire service.

Mr Jonathon Wood has provided 35 years of dedicated service to fire response on the fireground, in incident management teams and aviation roles. Mr Wood is currently accredited as a level two incident controller, level two operations officer and has led many taskforces and many incident management teams through some difficult and challenging deployments, with the safety of firefighters his first and foremost priority. He has attended all major fires in Gippsland during his career and has proudly represented Victoria on deployments to New South Wales and Queensland

Mr Wood has been a dedicated trainer and assessor for 20 years in operational Australian Inter-Service Incident Management System (AIIMS) roles, and he also provides significant time and resources to others providing coaching and mentoring in these roles. Mr Wood takes pride in giving his time to assist with the development of staff capability in fire roles. Mr Wood has built very strong relationships with the local community and is well respected. He has also built and maintains very important relationships with key members of other emergency response organisations. These relationships serve Mr Wood and the community well, particularly when bushfires are local.

Australian Fire Service Medal (AFSM)

Queensland

Mr David Brian Brazel, QLD

For distinguished service as a member of an Australian fire service.

Mr David Brazel commenced his firefighting career in 1986 and for over 38 years dedicated his service to frontline firefighting operations within Brisbane. Mr Brazel has served as a firefighter through to superintendent serving in numerous operational and prevention roles.

Mr Brazel represented the Queensland Fire Department (QFD) on boards and industry associations responsible for providing policy, direction, and guidance to building approval officers and safety assessment officers throughout the state. He was the QFD representative on numerous working groups providing advice on legislation and codes including the Fire and Emergency Services Act 1990, the Building Fire Safety Regulation 2008, the Building Act 1975, and Australian standards relative to fire safety installations. He presented at building industry forums and seminars promoting QFD profile advocating community safety messaging.

Always striving for operational excellence, Mr Brazel participates in exercises and has been deployed to many significant Queensland incidents and disaster events as an accomplished and exceptional incident controller and operations officer. These events include Tropical Cyclone Yasi, Cathedral Place Fire, significant flood events, multiple Stradbroke Island fires and Afghanistan repatriation flights into Australia during COVID-19 which added another layer of complexities.

Mr Brazel, over many years has actively participated in various local and regional disaster management meetings. He is a key link between the QFD and groups advocating for operational excellence, developing enduring relationships with local council, Queensland Police Service, Queensland Ambulance Service, Queensland Health, Brisbane Airport Corporation, the Rural Fire Service, State Emergency Service and Unitywater, strengthening frontline operations especially during disasters.

As a zone commander, he diligently and professionally manages operational response committed to achieve efficient and effective frontline response. Mr Brazel's commitment to high professional standards, continuous improvement and operational excellence has been an attribute that he has demonstrated throughout his exemplary career, and he is a valued and respected asset to both the QFD and the Queensland community.

Australian Fire Service Medal (AFSM)

Queensland

Mr Andrew James Houley, QLD

For distinguished service as a member of an Australian fire service.

Mr Andrew Houley commenced with the Rural Fire Service Queensland (RFSQ) in 1998. Since that time, he has served in a range of roles in the Mackay region including as a district training officer and area director. He is currently serving as the RFSQ Mackay area director, a role he has had since 2016.

Mr Houley has been instrumental in mentoring RFSQ volunteers and young staff members to ensure they develop their capabilities in managing a contemporary service, while still maintaining traditional RFSQ values. During the 2018-2019 Queensland bushfire season, Mr Houley led the operational response, specifically around fires in the Eungella area. Mr Houley provided leadership for most of the incident and worked to contain the large bushfire in difficult terrain, including reopening a disused airstrip which resulted in a significant reduction in flying time for aerial assets fighting the fires. Following these fires, Mr Houley remained in the area during community recovery. He has worked with brigades to access further support, training and worked to future proof significant fire trails that will serve the community for years to come.

Mr Houley is a qualified wildfire investigator and is a wildfire investigator assessor for the Queensland Fire Department. He has been involved in significant investigations and promotes wildfire investigations as part of the wildfire mitigation program. Mr Houley has served the RFSQ and made a significant contribution to the safety and wellbeing of the community of Mackay and surrounding areas throughout his more than 19-year career, particularly during the challenges of major bushfires and subsequent recovery.

Australian Fire Service Medal (AFSM)

Queensland

Mr Christopher David Markwell, QLD

For distinguished service as a member of an Australian fire service.

Mr Christopher Markwell commenced as a firefighter in 1985, initially with the Metropolitan Fire Brigade in Brisbane and then the Queensland Fire Service (QFS) in 1995. He has served many roles including firefighter, station officer, hazmat officer, fire investigation officer and safety assessment officer. He is currently a building approvals officer with the Community Infrastructure Branch of the Queensland Fire Department (QFD).

Since 2019, Mr Markwell has been performing the demanding and challenging role, working specifically with the complex infrastructure section, which includes reviewing combustible cladding and major battery energy storage systems. These are new and demanding responsibilities as technology is changing so rapidly. As a building approvals officer, Mr Markwell designed, developed and oversaw the implementation of the operational risk audit process. This allowed QFD to collect information regarding the risk exposure to life safety and firefighting intervention actions at buildings which had been reported as having combustible cladding installed as structural elements.

Alongside his role, Mr Markwell has volunteered as the Australasian Fire Authorities Council representative on the Australian Standards Committee from 2018-2023 to create a more positive impact. Mr Markwell also successfully advocated for the retention of a method of isolation for direct current (DC) energy to be maintained for firefighter intervention, to allow firefighters to work safely within a structure if an internal ceiling collapses and energised DC wiring circuits may be exposed. Mr Markwell has served the QFD as part of his 35-year career, including his service to the Metropolitan Fire Brigade, and made a significant contribution to safety through his role in the Community Infrastructure Branch, particularly in his work to prevent serious cladding fires

Australian Fire Service Medal (AFSM)

Queensland

Mr Mark Andrew Sellin, Dayboro QLD 4521

For distinguished service as a member of an Australian fire service.

Mr Mark Sellin commenced with the Rural Fire Service Queensland (RFSQ) in 1988. Since that time, he has served as a firefighter, including as a crew leader and first officer. He is currently serving as the second officer at Ocean View Rural Fire Brigade.

Mr Sellin is a dedicated firefighter and values his role as a protector of his community. He has been deployed with many strike teams as a firefighter and crew leader both in Queensland and nationally. His deployments included prolonged firefighting operations in Queensland and interstate.

Mr Sellin's actions as a firefighter, incident manager and hazard reduction burn planner and operational crew leader continue to protect and support the Ocean View community.

Mr Sellin has always been directly involved in teaching and mentoring fellow brigade members and continues to demonstrate incredible professionalism, expertise, selflessness and dedication as a volunteer. Mr Sellin is a dedicated leader and teacher, transferring his positivity, enthusiasm, skills, and expertise to many new Brigade members.

Mr Sellin's quick thinking and leadership was evident during a structure fire in Ocean View in the early 2000s, where he was the first senior firefighter on scene. He ensured the occupants of the house were safe and accounted for, before organising and leading the initial efforts to get the fire under control. While the house was lost, Mr Sellin's leadership and tactical decision making was exemplary.

Mr Sellin has served the RFSQ and made a significant contribution to the safety and wellbeing of the Ocean View community, as well as the growth and sustainability of his brigade throughout his 36-year career.

Australian Fire Service Medal (AFSM)

Queensland

Mr Terrence George Whitehead, Guanaba QLD 4210

For distinguished service as a member of an Australian fire service.

Mr Terrence Whitehead commenced with the Rural Fire Service Queensland (RFSQ) in 1990. Since that time, he has held many roles within his brigade, including as a crew leader and first officer. He is currently a senior rural firefighter with Guanaba Rural Fire Brigade.

Mr Whitehead's first role was with the Coomera Valley Rural Fire Brigade. At the time, there was no fire station, so he played an integral role in gaining funding from the state government to build the station. He was also heavily involved in the construction of the station. In 1995, Mr Whitehead became a founding member of the Guanaba Rural Fire Brigade, where he remains a member. Again, there was no fire station, so Mr Whitehead oversaw years of fundraising to make a station a reality. He is currently the most experienced member of the brigade and is a role model to younger members who are just beginning their role as a firefighter.

Mr Whitehead has been on numerous deployments to New South Wales, Victoria, Canberra and throughout Queensland as a strike team leader. Most recently, he was deployed to the Gold Coast region following severe storms on Christmas Day and subsequent flooding. He operated a community hub for two weeks to enable the local community to access essential services, including power and water.

Mr Whitehead has served the RFSQ and has made a significant contribution to the safety and wellbeing of the communities he has served, the various locations he has been deployed to and the continuous learning of his fellow volunteers throughout his 33-year career.

Australian Fire Service Medal (AFSM)

Western Australia

Mr Gyula Bogar, Boyup Brook WA 6244

For distinguished service as a member of an Australian fire service.

Mr Gyula Bogar joined Boyup Brook Volunteer Fire and Rescue Service (VFRS) as a 15-year-old in 1967 and has lived and breathed emergency services ever since. Over the years he has held various leadership positions within the brigade, including serving as captain for 14 years.

There are countless examples of Mr Bogar's drive to improve community safety and make things better for his fellow volunteers. In the 1980s, he was instrumental to the brigade securing appliances and equipment to expand its capabilities into road crash rescue and hazardous and toxic materials. More recently he led landmark upgrades to the Boyup Brook Fire Station, which included gender-separate changerooms with decontamination facilities. Further demonstrating his drive to give back, Mr Bogar served as a member of the West Boyup Bush Fire Brigade for seven years and as a volunteer fire control officer for the Shire of Boyup Brook for 15 years.

In his current role as a lieutenant with Boyup Brook VFRS, Mr Bogar maintains a strong focus on training and mentoring volunteers. He works hard to build strong relationships with other emergency services in town and is known to go above and beyond in the areas of prevention and preparedness. Boyup Brook VFRS attends many serious road crash rescues, which often involve people known to local volunteers. Mr Bogar is praised for protecting the mental health of his fellow volunteers by leading extraction efforts at two confronting fatal incidents recently. Mr Bogar also played a key role in asset protection and containment efforts while deployed to a complex of fires that burned through more than 5,900 hectares in Donnybrook and Balingup in January 2023.

Australian Fire Service Medal (AFSM)

Western Australia

Mr Michael Anthony Johnston, Orelia WA 6167

For distinguished service as a member of an Australian fire service.

Mr Michael Johnston has been serving his community as an exceptional frontline firefighter for more than 30 years. He has attended some of Western Australia's worst bushfires, garnering praise for his bravery and cool head under pressure and has also deployed nation-wide to assist during major emergencies.

Mr Johnston first joined the Kwinana South Bush Fire Brigade at just 18 years old in 1989. During more than a decade volunteering with the brigade he held a string of notable positions, including second lieutenant and local government fire control officer.

Now serving as the captain at Kwinana Volunteer Fire and Rescue Service, Mr Johnston heads a diverse team of more than 30 volunteers. Despite a busy family and work life, Mr Johnston is willing to lend a hand wherever needed. His dedication to duty was on display during the devastating Waroona-Yarloop bushfires in January 2016, which burned through 69,000 hectares in WA's south-west and sadly cost two people their lives. As captain, he led a crew of firefighters tasked with protecting life, property and infrastructure around Yarloop. The team battled relentless conditions to save a wooden bridge, allowing emergency services access to houses under immediate threat which might otherwise have been lost.

Mr Johnston's experience and quick-thinking were also an asset at the Wooroloo bushfires in February 2021, which burned for six days destroying 86 properties. The Kwinana crew worked tirelessly in extreme temperatures over 18 hours to save homes around Gidgegannup. Mr Johnston even got hands-on helping evacuate a resident and their pets found sheltering in a swimming pool near the fire front.

Australian Fire Service Medal (AFSM)

Western Australia

Mr Murray Donald Mitchell, Bridgetown WA 6255

For distinguished service as a member of an Australian fire service.

Over a career of almost 30 years in forestry and land management in Western Australia, Mr Murray Mitchell has made an enduring contribution to community safety and fire management, both through bushfire response efforts and strategic work to protect life, property and biodiversity from the damaging impacts of bushfires.

In 1995 Mr Mitchell joined the Department of Conservation and Land Management (CALM) and has since gone on to specialise in land management and fire operations. He currently serves as manager of Regional Fire Services with the Department of Biodiversity, Conservation and Attractions (DBCA), working across both the northern and southern bushfire seasons, overseeing strategic mitigation works and playing a key role in bushfire incident responses.

Mr Mitchell is an active level 3 Operations Officer and has deployed to events across the State, including in the particularly challenging bushfire incidents of the Norseman West complex of fires in 2020 and the Wooroloo bushfire in 2021. Incident controllers consistently attest to his professional and strategic approach. Mr Mitchell has deployed to New South Wales and Montana in the USA, benefiting from the exposure to other jurisdictions and bringing back new skills and experience to Western Australia.

In February 2022, Mr Mitchell was in his hometown of Bridgetown when a bushfire broke out under very challenging weather conditions. Although not on-call, Mr Mitchell made himself available and quickly joined the Incident Management Team (IMT), providing vital local knowledge and support at a crucial point when the IMT was under resourced and the fire was rapidly escalating. Those involved said Mr Mitchell was instrumental in bringing order to a very dynamic situation, providing leadership, advice and support to the volunteers during the initial stages which was described as well explained, calming, empathetic and reassuring' and giving great confidence to the IMT as they transitioned to a level 3 declaration.

Australian Fire Service Medal (AFSM)

South Australia

Mr Charles Samuel Thomas, Goodwood SA 5034

For distinguished service as a member of an Australian fire service.

Mr Charles Thomas commenced with the South Australian Metropolitan Fire Service (SA MFS) in 2002. He has been a first response firefighter and a station officer for over 22 years. His roles include response in aerial firefighting, technical rescue, frontline firefighter and he is currently a station officer.

One of the greatest impacts that Mr Thomas has had on the SA MFS has undoubtedly been as a leader in a culture of professionalism and respect. He has worked tirelessly to build relationships between firefighters and the SA MFS to the local community and key stakeholders of the organisation. This is most reflected through his work with the SA MFS Road Awareness Program where he built on existing frameworks to deliver education programs to the youth and the parents of South Australia regarding decision making and the responsibilities of being a road user. This program provides an open and honest insight into the experience of firefighters working road crash rescue and provides a hard-hitting, realistic insight into road trauma.

Mr Thomas also worked to build the relationship of the SA MFS and community through coordinating and facilitating a number of community and fundraising charity events. This includes the Ride to Climb initiative, where he had a coordinating role in a group of firefighters from the SA MFS riding from Adelaide to Melbourne before completing the Melbourne stair climb, while raising over \$25,000 for the Women's and Children's Hospital.

Mr Thomas has exemplified the values of professionalism, respect and integrity throughout his 22-year career at the SA MFS. He has consistently demonstrated high performance standards and genuine care for those around him. His leadership, presence and example has had a marked impact on the culture of the SA MFS, ensuring the achievement of both teamwork and professionalism objectives and importantly the continued status of the MFS as a 'world's best practice' organisation. He is an inspirational and aspirational leader.

Australian Fire Service Medal (AFSM)

Tasmania

Ms Kathryn Elizabeth Gillham, Campania TAS 7026

For distinguished service as a member of an Australian fire service.

Ms Kathryn Gillham has made a significant contribution to the Tasmania Fire Service (TFS) since commencing in November 2003 as a volunteer firefighter with the Campania Volunteer Fire Brigade. Ms Gillham has held several operational leadership roles, including as the second and third officer and permit officer since 2018. Ms Gillham became the chief of the brigade in 2021, a position she still holds.

Ms Gillham is highly regarded for her leadership qualities and operational proficiency, not only within her brigade but across the East Coast District and the TFS. Ms Gillham has also been a stalwart of the TFS's Junior and Cadet Program and as the junior and cadet coordinator for the Campania Brigade since 2009. Ms Gillham's commitment to this program has developed many young firefighters that have gone on to become adult volunteers within the TFS, providing significant benefit to both her brigade and community.

As the coordinator of the Junior Development Day, Ms Gillham saw the opportunity to expand this into the adult firefighters of the brigade and in 2023 after a nine-year absence she reinstated the East Coast Field Day. This provided the opportunity for the adult members of the district to come together, compete in preparedness and team building activities, strengthening relationships across the district. Ms Gillham also included the recently formed State Emergency Service (SES) crew from Sorell, building relationships that provide significant benefit to both the TFS and the SES.

Mr Gillham has also played an important role in leadership development across the broader TFS as a facilitator on fire line leadership courses delivered to career and volunteer firefighters. Ms Gillham supported the lead trainers during this program over many years, drawing on her experience and respect across the organisation. In over 20 years of service to the TFS and the Tasmanian community Ms Gillham has always met the TFS's values of service, professionalism, integrity, and consideration.

Australian Fire Service Medal (AFSM)

Tasmania

Mr Adam William Jones, Melton Mowbray TAS 7030

For distinguished service as a member of an Australian fire service.

Mr Adam Jones joined the Jericho Fire Brigade in 2003. Since becoming a member of the brigade, Mr Jones has shown an extraordinary commitment to serving the Tasmanian community, exceeding expectations as a volunteer. His contributions to the Dulverton Group and the Tasmania Fire Service (TFS) have been significant.

In 2019, Mr Jones played a pivotal role in introducing a breathing apparatus capability to the Jericho Brigade, transitioning it from a vegetation-only brigade to one with structural firefighting capabilities. This enhancement ensured that neighbouring brigades had access to structural firefighting support. Mr Jones became the brigade chief of Jericho in 2009 and has served as the junior and cadet coordinator. He also took on the role of permit officer in 2011, a position he holds to this day.

In 2017, he was nominated to the State Fire Management Area Committee for the Dulverton Group, and in 2020, he was elected as group officer by his peers from neighbouring brigades. He supports and assists the Oatlands, Tunbridge, Tunnack, Parattah, and Woodsdale brigades. As a delegate for the Volunteer Association, Mr Jones demonstrates his dedication to making a difference and ensuring that the issues and needs of volunteers are addressed. He regularly organises and assists with training sessions, brigade training days, and exercises, notably playing an integral role in the annual Paul Horne memorial event.

During the 2022, 2023, and 2024 fire seasons, Mr Jones provided crucial support in incident management within the Dulverton Group, offering valuable information and ground coordination that aided incident management teams. His exceptional operational experience was particularly evident during the Brady's Lake Complex Fires in February 2024, where he and other volunteer officers successfully defended many properties in and around Dee Lagoon village with minimal property loss, showcasing his skill and dedication as well as his unwavering representation of the TFS's values.

Australian Fire Service Medal (AFSM)

Tasmania

Mr Andrew James Skelly, TAS

For distinguished service as a member of an Australian fire service.

Mr Andrew Skelly has been a Tasmania Fire Service (TFS) member for over 40 years. His career began as a volunteer firefighter with the Bridgewater Volunteer Fire Brigade in 1982 before joining the Hobart Fire Brigade (HFB) as a recruit firefighter in 1984. Mr Skelly has worked his way through the ranks to become a highly regarded senior station officer within TFS. Throughout this time, he has worked in many TFS business units including operations, training and field works, he has also acted as a district officer in the HFB Operations and Training Division and in the East Coast District.

Regardless of the role he has been in he has always maintained the highest level of professionalism. With extensive operational experience in both the urban and bushfire contexts across Tasmania he has significantly contributed to major fire events including but not limited to the Hobart central business district Myer fire in 2007 and the Dunalley fire in 2013. His leadership at these two incidents was exemplary and he significantly contributed to safe outcomes for both firefighters and impacted communities. Nationally he deployed to the NSW Blue Mountains in 2001, leading the TFS contingent and in 2009 he deployed to the Black Saturday bushfires in Victoria and in 2019 deployed to Black Summer bushfires in Queensland.

Over several decades, Mr Skelly has mentored and assessed firefighters and officers at all ranks of the organisation both career and volunteer and across urban and bushfire operations.

Mr Skelly showed outstanding leadership when establishing the first Remote Area Team capability for the TFS. He grew the capability from a small team to a statewide capability integrated with our fire management partners at the Parks and Wildlife Service. Mr Skelly has a long history as a highly regarded firefighter and leader in the TFS, this enduring service has assisted greatly in the TFS being able to build and maintain its operational leadership capability.

Australian Fire Service Medal (AFSM)

Northern Territory

Mr Jamie Patrick Seib, Borroloola NT 0854

For distinguished service as a member of an Australian fire service.

Since joining the Borroloola Fire and Emergency Response Group (FERG) in March 2018, Mr Jamie Seib has demonstrated unwavering commitment and exemplary service. Completing all necessary courses to qualify as a fire volunteer, Mr Seib quickly became a pillar of the team, and in 2019, he took on the role of captain.

His proactive approach and high standards in handling emergency incidents have made him an invaluable asset to both the Borroloola and Northern Territory Fire and Rescue Service (NTFRS) community. His dedication extends beyond emergency response; he takes it upon himself to recruit and train new volunteers, sharing his passion and expertise. His efforts have strengthened the FERG team, ensuring a robust and capable response to emergencies. Notably, Mr Seib is the only continuous member and volunteer for the past five years, a testament to his enduring commitment.

Throughout his tenure, Mr Seib has assisted in managing wildfires, major road crashes, and weather-related emergencies, often operating as a sole responder with minimal equipment. His resilience and resourcefulness have been critical in ensuring the safety and well-being of the Borroloola community. In March 2024, during Tropical Cyclone Megan, Mr Seib's leadership was instrumental in maintaining fire response and rescue capabilities. He played a crucial role in restoring the town's power supply and operated the NTFRS flood boat to protect residents from rising waters. His actions during this crisis exemplify his dedication and ability to perform under pressure.

Mr Seib's commitment to the Borroloola FERG and the Borroloola community is unparalleled. His proactive efforts in recruitment, training, and emergency response have set a high standard for volunteerism and service, making him a true community hero. Mr Seib's unwavering dedication to the safety and well-being of Borroloola has left a lasting impact on the community, ensuring its resilience in the face of emergencies.

Ambulance Service Medal (ASM)

New South Wales

Ms Ellen Majella Davies, Green Point NSW 2251

For distinguished service as a member of an Australian ambulance service.

Ms Ellen Davies joined NSW Ambulance in 1987. She has worked in a range of operational and frontline roles and locations including as a paramedic, an advanced life support paramedic, a station manager, an operations coordinator, a duty operations manager, an eRostering implementation project manager, an executive staff officer, an influenza vaccination immuniser, a health relationship manager, a COVID-19 vaccination implementation lead and rostering improvement project lead.

Ms Davies is currently the health relationship manager of the Central Coast North Sydney sector and maintains her ability to respond to emergencies as an advanced life support paramedic. During her career she has provided emergency care to thousands of patients and led large scale health projects to benefit the community of NSW. She has also provided critical support to NSW Ambulance and its staff during significant natural disaster and epidemic events.

Ms Davies led operational logistics for major incidents such as the 2019-20 NSW Bushfires, G20 Summit, Operation Farlow, Operation Hammerhead and the South Australian Bushfires. She led frontline implementation of the COVID-19 Vaccination Program making a significant contribution to the success of the program in a short timeframe during a rapidly evolving, dynamic nationwide event.

Ms Davies has dedicated her distinguished career to providing operational frontline emergency care and support to the NSW community and the NSW Ambulance staff safety and wellbeing. Ms Ellen Davies joined NSW Ambulance in 1987. She has worked in a range of operational and frontline roles and locations including as a paramedic, an advanced life support paramedic, a station manager, an operations coordinator, a duty operations manager, an eRostering implementation project manager, an executive staff officer, an influenza vaccination immuniser, a health relationship manager, a COVID-19 vaccination implementation lead and rostering improvement project lead.

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Ms Davies has dedicated her distinguished career to providing operational frontline emergency care and support to the NSW community and the NSW Ambulance staff safety and wellbeing.

Ambulance Service Medal (ASM)

New South Wales

Superintendent Paul John Kernick, Allambie Heights NSW 2100

For distinguished service as a member of an Australian ambulance service.

Mr Paul Kernick joined NSW Ambulance in 1986. He has worked in a range of operational frontline roles including as an intensive care paramedic in the Special Casualty Access Team, a swiftwater rescue operator, a tactical medic, a helicopter critical care paramedic, a helicopter safety manager, a helicopter education and training manager, and a helicopter zone manager.

He is currently the senior manager of helicopter training at Bankstown Helicopter Base Training Centre. During his career Mr Kernick has responded to some of the most demanding, prolonged and complex wilderness patient rescues in remote and hazardous locations. Mr Kernick was one of the first paramedics to respond to the 1997 Thredbo Landslide where he spent time in this active landslide as a member of the Special Casualty Access Team. He is deployed across NSW as a paramedic and Special Casualty Access Team member for emergencies such as bushfires, floods and landslides.

Mr Kernick has dedicated his distinguished career to deliver excellence in emergency care to the community, and to enabling and developing NSW Ambulance's helicopter response capability while ensuring all staff working in helicopter frontline operations are trained to the highest possible clinical and safety standards.

Ambulance Service Medal (ASM)

New South Wales

Mr Christopher Valan Wilkinson BM, Engadine NSW 2233

For distinguished service as a member of an Australian ambulance service.

Mr Christopher Wilkinson BM joined NSW Ambulance in 1983. He has worked in a range of operational frontline roles and locations including as an intensive care paramedic in the Special Casualty Access Team, a lifesaver rescue helicopter paramedic, a CHC rescue medical helicopter paramedic, a helicopter safety and training manager, a road retrieval paramedic, an Aeromedical Control Centre officer, a rapid launch trauma coordinator and an extracorporeal membrane oxygenation trial paramedic.

He is currently a critical care paramedic at Bankstown Helicopter Base and one of six critical care paramedics in a world first trial of bringing life saving extracorporeal membrane oxygenation to out-of-hospital cardiac arrest patients.

During his career Mr Wilkinson has provided critical care to hundreds of patients in remote and hazardous environments. Mr Wilkinson was part of the Special Casualty Access Team during the 1997 Thredbo Landslide, and his actions resulted in the rescue of Stuart Diver, a ski instructor and sole survivor of the landslide. He was also deployed to the 2024 Bondi mass casualty incident and Wakeley riot.

Mr Wilkinson has dedicated his distinguished career to deliver the highest level of critical care to the community, and to developing NSW Ambulance aeromedical response capability.

Ambulance Service Medal (ASM)

Victoria

Dr David John Anderson, VIC

For distinguished service as a member of an Australian ambulance service.

Dr David Anderson trained as a paramedic in New Zealand and as an intensive care physician in New Zealand, New South Wales and Ontario, Canada. He began his career with Ambulance Victoria (AV) in 2017 as a retrieval physician, delivering frontline clinical care to critically ill patients. He has been the medical director at AV since 2020. While his role as medical director involves providing clinical leadership and leading high-level clinical governance and strategic innovation, Dr Anderson shares the benefit of his 25 years of experience in prehospital care by continuing to respond to both urgent and lower-priority cases personally.

His commitment extends to supporting and educating paramedics directly, visiting communications centres, emergency departments and triage to provide guidance, and actively participating in the pre-hospital extracorporeal membrane oxygenation response car (ECMO-1) program, which positions Melbourne among the few cities globally with this advanced service.

Dr Anderson emphasises authentic and direct communication with paramedics through initiatives like the clinical conversations podcast and live Q&A sessions. His commitment to a just culture, demonstrated by his transparent approach to addressing challenges and admitting mistakes, has positively influenced paramedics' attitudes and been instrumental in building a safety culture.

Under his leadership, AV has seen significant improvements, such as the introduction of the doctor-on-call program, which enables real-time medical advice for paramedics. This reflects his dedication to fostering collaboration and addressing the challenges of seeking help in critical situations.

Dr Anderson's leadership combines clinical excellence with a deep commitment to patient care, inclusivity, and continuous improvement. His hands-on involvement, at all levels of the organisation from frontline to executive level, has driven substantial advancements in patient care and paramedic practice.

Ambulance Service Medal (ASM)

Victoria

Ms Narelle Capp, VIC

For distinguished service as a member of an Australian ambulance service.

Ms Narelle Capp is currently the substantive regional director in Hume and has held various leadership roles at Ambulance Victoria while maintaining her operational capacity, including ambulance paramedic, team manager, senior team manager and area manager.

She has made significant contributions, particularly in the metropolitan and Hume regions, where she has led cultural reforms and served as a role model for women in leadership. Notably, she has taken on acting roles as regional director in both Hume and metropolitan regions.

Her notable achievement has been driving innovation in ambulance services for Victoria's Alpine areas. Recognising the outdated model and safety concerns, she led the introduction of a new dual crew roster system and upgraded equipment, including new snow vehicles and specialist training programs.

In 2024, she oversaw the deployment of custom-built Can-Am over-snow vehicles, enhancing safety and efficiency for paramedics in alpine environments. She is passionate and advocates for the experience of first responders.

Ms Capp's leadership in these reforms highlights her commitment to improving services and challenging existing practices to better serve the Victorian community.

Ambulance Service Medal (ASM)

Victoria

Mrs Josephine Leah O'Doherty, Maffra VIC 3860

For distinguished service as a member of an Australian ambulance service.

Ms Josephine O'Doherty began her career with Ambulance Victoria as an ambulance community officer (ACO) in 2006. She qualified as an ambulance paramedic in 2016 and was permanently assigned to the Maffra Ambulance branch. By April 2016, Ms O'Doherty had completed her Rural Sponsored Degree Paramedic (RSDP) program and has since been an advanced life support paramedic.

Ms O'Doherty has undertaken various roles, including paramedic community support coordinator at Omeo, team manager at Maffra, and paramedic educator. She has a proactive approach, maintaining branch operations, such as ensuring the wilderness response locker is well-stocked and operational, conducting audits, and developing essential maps and guides for remote case responses. Her leadership extends to mentoring new employees and supporting the smooth operation of the branch.

She actively participates in the Ambulance Auxiliary, spearheading fundraising efforts to acquire critical equipment like vacuum splint mattresses and vein lights. She also engages in public education by delivering presentations to local schools, carer groups, and community organisations, and has been involved in various initiatives, such as organising recycling campaigns and training medical students.

Recently, Ms O'Doherty was appointed as a wilderness response subject matter expert, reflecting her extensive knowledge and dedication to providing first-rate care in remote areas. She is involved in ongoing skills maintenance and policy review for wilderness response and has contributed to the development of training materials. Her proactive approach includes assessing mountain bike trails for ambulance response readiness and preparing risk assessments to support local ACOs. Ms O'Doherty's career exemplifies a deep commitment to both her professional role and community service.

Ambulance Service Medal (ASM)

Victoria

Mr Stephen Thomas Ralph, VIC

For distinguished service as a member of an Australian ambulance service.

Mr Stephen Ralph, the current team manager at the Yarrawonga Ambulance branch, exemplifies exceptional dedication and leadership through his 29-year career with Ambulance Victoria. Since beginning his role at the Yarrawonga Ambulance branch in 1995, Mr Ralph has demonstrated outstanding ability in managing frontline operations, allocating resources, monitoring performance, and mentoring his team. He has consistently ensured that his branch operates at the highest standards, fostering a safe and collaborative work environment that supports and enhances staff morale and effectiveness.

Mr Ralph is often approached by staff from other branches for support with sensitive issues, which reflects the deep trust and respect he has earned from the broader team. His leadership has significantly improved staff morale and confidence, establishing him as a pivotal figure in Ambulance Victoria.

In addition to his professional duties, Mr Ralph has made substantial contributions to his community. He prioritises public education, regularly conducting first aid training and community sessions on emergency preparedness and road safety. His dedication extends to organising and leading impactful community events, including school presentations and pre-school visits, solidifying his reputation as a valued and notable community member.

Mr Ralph's exceptional service is further exemplified by his willingness to respond to critical incidents, including major road trauma, even when events fall outside of his usual roster. His actions, such as taking on leadership roles and providing clinical care during emergencies, highlight his profound sense of duty and commitment to both his community and colleagues.

Ambulance Service Medal (ASM)

Victoria

Mr Edward John Wright, Moe VIC 3825

For distinguished service as a member of an Australian ambulance service.

Starting with Ambulance Victoria (AV) in 1990, Mr Edward Wright has served in various roles including as a paramedic, Mobile Intensive Care Ambulance (MICA) paramedic, group manager, and regional support manager. A proud Gunaikurnai man, he has been the regional support manager for Gippsland for the past 15 years, overseeing financial operations, emergency management, and community engagement, while also promoting his Indigenous heritage and supporting reconciliation efforts.

He frequently speaks at community events, sharing his extensive experience in the military, Country Fire Authority, and AV. During the 2024 National Reconciliation Week, he advocated for improved identification of First Nations patients in health settings.

He has been a key figure in significant Gippsland emergencies, including the 2003 and 2006 fires in Omeo, and served as the health commander during the 2009 Black Saturday Bushfires. His role in evacuating Neerim Hospital was highlighted by the Victorian Bushfires Royal Commission, and he was an AV representative appearing before the commission. He also played a crucial role in post-fire recovery efforts.

During the 2014 Hazelwood Mine Fire, he addressed health risks related to firefighter rest and meal arrangements, leading to procedural improvements. In the 2019-20 Bushfires, he supported isolated communities and managed a challenging medical emergency in a remote area, reinforcing his commitment to addressing the needs of isolated communities. He also provided vital relief as a health commander in the Barwon Southwest area during the Wye River fires in late 2015 and early 2016.

Ambulance Service Medal (ASM)

Victoria

Mr Bartholomew Wunderlich, VIC

For distinguished service as a member of an Australian ambulance service.

Mr Bartholomew Wunderlich started his service in 2005 as a volunteer in the Community Emergency Response Team (CERT) at Kinglake and has served for 19 years. He provided first aid at numerous community events and held various committee positions, including team leader and president, for 18 years. He advocated for and helped establish a Kinglake ambulance station in 2013 and ensured the team had training facilities prior to it being built.

During the Black Saturday fires, he risked his life to help others and was recognised for his bravery. His testimony to the 2009 Victorian Bushfires Royal Commission led to significant changes in emergency response protocols. After the fires, he played a crucial role in rebuilding Kinglake CERT, which remains vital to the community.

Mr Wunderlich was known for his dedication, he also mentored future paramedics and was highly valued for his support during challenging emergencies, even while managing his duties at Northern Hospital Epping.

Ambulance Service Medal (ASM)

Queensland

Mr William Douglas Buchanan, QLD

For distinguished service as a member of an Australian ambulance service.

Since 2004, Mr William Buchanan's service with the Queensland Ambulance Service (QAS) exemplifies unwavering dedication and commitment to patient-centred excellence. As an advanced care paramedic at a senior level, Mr Buchanan maintains his clinical competency. His versatility across various roles has left a lasting mark on multiple QAS operational areas.

Mr Buchanan's contribution within the QAS extends far beyond routine duties and consistently goes above and beyond, leveraging his clinical expertise, quick decision-making, and compassionate care to save countless lives. His participation in professional development and training requirements ensures he stays at the forefront of clinical care, and generously shares information with colleagues. Beyond emergencies, his commitment extends to regular engagement within the hospital and health services, fostering collaborative working environments for QAS and hospital staff.

Mr Buchanan's remarkable expertise is demonstrated in his ability to competently manage high-stress emergency situations. His experience includes managing multiple incidents, providing overall scene command, and relaying critical information to ensure appropriate resource utilisation. During both the Brisbane Floods in 2010-11 and the North Queensland Floods in 2019 he provided on the ground care and support to those affected. His ability to support patients during critical incidents and effective management on scene, demonstrates his exceptional skill and dedication to safety. This sets him apart as a true asset to the QAS.

Mr Buchanan is passionate about improving quality of care, leading multiple bodies of work, off his own initiative, to enhance operational procedures to ensure efficiency is developed across the region. He has played a key role in helping to operationalise the QAS Strategy amongst the region and his role in advocating for professionalism and empathy in the workplace has been significant.

Ambulance Service Medal (ASM)

Queensland

Mr Vaughan Alexander Mason, QLD

For distinguished service as a member of an Australian ambulance service.

Mr Vaughan Mason commenced with the Queensland Ambulance Service (QAS) on 12 June 2006 as a student paramedic at Ipswich Ambulance Station and was permanently appointed as an advanced paramedic in 2008. As the officer-in-charge at Baralaba Ambulance Station, Mr Mason has performed a broad range of ambulance duties with distinction, including highly complex case management and traumatic events.

For many years Mr Mason has worked in rural and remote settings as a single officer and is commended for his professionalism, composure, preparedness and courage in attending a significant road incident as a single rural officer in an isolated area. Mr Mason is also recognised for his joint efforts in rescuing a man trapped in a grain silo at a Baralaba property in February 2023.

Mr Mason is passionate about community education and preparedness, delivering cardiopulmonary resuscitation awareness and defibrillation training as a key component of the chain of survival, providing community members with the knowledge, skills and confidence to respond to an out of hospital cardiac arrest. As a Cultural Capability Champion, Mr Mason strongly advocates for his patients and plays an active role in shaping and influencing cultural change and improving healthcare for Aboriginal and Torres Strait Islander communities. He positively influences colleagues and is recognised by those he has supported and mentored. Mr Mason voluntarily provides ongoing confidential support and guidance as a peer support officer, demonstrating integrity and distinguished frontline service well beyond the standard.

Ambulance Service Medal (ASM)

Western Australia

Mr Ralph Leslie Briggs, Leonora WA 6438

For distinguished service as a member of an Australian ambulance service.

Mr Ralph Briggs has demonstrated exceptional dedication and service in his role at the Leonora sub-centre, where he has effectively managed operations for the past eight years as a volunteer ambulance officer and emergency medical technician. He is the backbone of emergency response, consistently attending to calls day and night, often partnering with police due to volunteer shortages.

Despite recent personal health challenges, Mr Brigg's commitment remains unwavering. Concurrently, he diligently fulfills his full-time role at the Leonora Council. Mr Brigg's contributions to St John WA have been profound and enduring. As the primary attendant of the sub-centre, he ensures seamless operations and swift emergency responses, even driving in collaboration with police when volunteers are scarce.

Beyond his operational duties, Mr Briggs is known in Leonora for his compassionate care and unwavering dedication to patients. He is widely recognised as the face of St John WA, embodying kindness, humility, and professionalism. Mr Briggs also plays a pivotal role in mentoring volunteer ambulance officers, generously sharing his expertise to uphold standards of care. His selfless contributions and steadfast dedication to both his community and the ambulance service are exemplary.

Ambulance Service Medal (ASM)

Western Australia

Mr Nicholas John Chadbourne, Geraldton WA 6530

For distinguished service as a member of an Australian ambulance service.

Mr Nicholas Chadbourne joined St John WA in 2008 as an ambulance officer and then worked up to becoming an ambulance paramedic, working in the metropolitan service in Perth. He then became a community paramedic for the Midwest Region.

He was one of the first community paramedics in the Midwest, originally looking after the Mt. Magnet / Meekatharra region, before being transferred to the central coastal region as more community paramedics came into the region. Mr Chadbourne works in a space where he is a single responder to emergency ambulance calls, either attending as first on scene or as backup to volunteer crews who have arrived before him.

Mr Chadbourne is a competent clinician and takes the opportunity to work in Geraldton alongside a paramedic to maintain his skills and knowledge as a practicing paramedic. When Cyclone Seroja made landfall on the western coastline of Western Australia as a Category 3 severe tropical cyclone, Mr Chadbourne's skills and knowledge became invaluable as he prepared his sub-centres and volunteer ambulance officers, ensuring that he communicated updates to volunteers and made sure sub-centres had their emergency plans up to date. After the cyclone had passed Mr Chadbourne was on the ground providing first aid and helping to ready the sub-centres and ambulances to support their communities.

He was instrumental in working with the Emergency Management Department, arranging incoming support personnel and provided on the ground updates back to St John WA. His knowledge of the geography, infrastructure, resources and local agency personnel proved to be invaluable in the initial recovery period and then long-term recovery. His help and assistance ranged from the practical, with him delivering fresh food and supplies from Geraldton to the volunteers he was visiting, to writing reports on the cyclone management and response for St John WA and other agencies to improve future preparedness and response.

Ambulance Service Medal (ASM)

Western Australia

Mr Luke Wayne Fowles, Padbury WA 6025

For distinguished service as a member of an Australian ambulance service.

Mr Luke Fowles' exceptional performance and dedication have significantly impacted St John WA's emergency management operations. Mr Fowles' role as a paramedic during northwest cyclone events and the COVID-19 pandemic has showcased his unparalleled expertise in logistics, communication leadership, and stakeholder management.

During the cyclone response, Mr Fowles played a crucial role in supporting emergency management operations ensuring on-site cyclone management was both effective and efficient. Mr Fowles' leadership during this challenging time was instrumental in coordinating resources and managing the dynamic needs of the emergency response in a dangerous and challenging environment.

In his capacity as a State Health Incident Coordination Centre liaison officer during the COVID-19 pandemic, Mr Fowles further distinguished himself by elevating the reputation of St John WA through his innovative approach and dedication. He excelled in developing and managing quarantine protocols in collaboration with the Department of Health and external stakeholders, which was vital in controlling the health incident at the State level. Mr Fowles' proactive support for paramedics in addressing real-time COVID-19 safety concerns demonstrated his ability to navigate complex and rapidly changing environments, ensuring the safety and operational efficiency of our on-road teams.

Mr Fowles' contributions have not only enhanced the effectiveness of emergency responses but have also reinforced the credibility and reliability of the organisation. His commitment to excellence and his ability to work seamlessly with diverse teams make him a valuable asset to St John WA. In this role, Mr Fowles has acted above and beyond his required liaison responsibilities and represented St John WA with outstanding stakeholder engagement and developed and cemented the St John WA liaison in the quarantine management process. These dual roles acted to support frontline ambulance personnel in real time, to protect staff and the WA broader community.

Ambulance Service Medal (ASM)

Western Australia

Mr Blaise Warren Rego, WA

For distinguished service as a member of an Australian ambulance service.

Mr Blaise Rego has twenty years' experience in emergency clinical and operational response at St John WA, holding numerous operational roles during this time and has had a key role in the development and implementation of several key internal programs and initiatives. Such as the Paramedic Mentor Program, Event Health Services Bike Squad and Mangar ELK Safety Lifting Device.

Mr Rego has also assisted in several significant collaborations between St John WA, Royal Perth Hospital Cardiology, Fiona Stanley Hospital and Joondalup Health Campus that resulted in paramedic professional development, VEM (Virtual Emergency Medicine) implementation and RACE (Rapid Access Clinic for Elderly) support. Mr Rego's passion for improvement also saw him involved in the PARTY (Prevent Alcohol and Risk-related Trauma in Youth) program. He was an integral part of the success of the 2021 Metropolitan Management team pilot in the South West District, as well as a key contributor and administrator for the organisation-wide Leadership Interest Group. These initiatives required detailed business planning, budget management and collaboration with internal and external stakeholders to achieve organisational objectives. These partnerships have led to improved patient care pathways and outcomes, as well as enhancing paramedic education and training.

Mr Rego is a highly qualified and experienced people leader with a proven track record in fostering strong, effective relationships with employees and external stakeholders. He is adept at driving change and continuous improvement through a collaborative approach. He is known for a people-focused, honest approach that emphasises leadership resilience and integrity. Mr Rego is dedicated to supporting a team environment and consistently demonstrates the values of St John WA. This all leads to a team dynamic where operational excellence and high performance are at the forefront of his daily interactions at every level.

Ambulance Service Medal (ASM)

South Australia

Mr Anthony Willam Clark, Gumeracha SA 5233

For distinguished service as a member of an Australian ambulance service.

Mr Anthony Clark has worked for SA Ambulance Service (SAAS) for the past 36 years, initially starting with St John Ambulance in 1988. Mr Clarke has worked as a paramedic in both Adelaide and country South Australia. His first leadership position was that of regional team leader based in Whyalla, where he was a trainer and ambulance liaison for the mining industry.

Mr Clark was one of the early groups of paramedics to be trained as an intensive care paramedic (ICP) in 1998. He has worked as an ICP, and as an ICP clinical team leader providing leadership to his team. He started as a metropolitan duty team leader in 2003 and has stayed in that role, which transitioned to state duty manager in 2003, a position he continues to hold today.

Mr Clark has the responsibility for ambulance operations statewide in his current role, managing tactical and operational requirements during his 12-hour shift, including providing clinical ICP response, major incident command, staff occupational health safety and welfare oversight as well as significant liaison with clients and other emergency services.

Mr Clark travelled to the Solomon Islands and East Timor in 2005 and 2006 for two secondments providing pre-hospital care to soldiers and police officers involved in field duties for the mission. Each of those secondments were four months long, and he also delivered training to local staff. From 2020 to 2022 during the COVID-19 pandemic SAAS experienced unprecedented extreme demand for a sustained period of months at a time. Mr Clark led in the role of state duty manager in an exemplary manner, his calm and supportive demeanour enabled and supported the Emergency Operations Centre staff and road crews professionally demonstrating outstanding leadership during tough times. Mr Clark has exemplified the values and capabilities of a professional paramedic and as a leader of an emergency ambulance service.

Ambulance Service Medal (ASM)

South Australia

Mr John Stuart Simpson, SA

For distinguished service as a member of an Australian ambulance service.

Mr John Simpson has been an active operational volunteer with SA Ambulance Service for the past 31 years. Mr Simpson started in 1993, completing the Ambulance Officer course and has regularly contributed to the volunteer roster ever since. Mr Simpson has contributed many, many hours of rostered time to the community of Wudinna, averaging 300 to 400 hours per month. Mr Simpson's commitment to being on call for his community for that amount of time is exemplary.

Mr Simpson previously owned and managed his own farm, which undertook cropping and sheep grazing. He has positively influenced the team environment throughout this time, his attitude is often described as pragmatic and determined. When the Wudinna team was struggling for volunteers to crew the ambulance, it would be Mr Simpson that stepped in and contributed more of his time.

Mr Simpson was appointed to the position of volunteer team leader in 2007, a role he still holds today. The volunteer team leader role has seen Mr Simpson mentor and train new volunteers, keep the ambulance station in working order and advocate for the Wudinna team. Being a small community, Mr Simpson has been exposed to events that would have required the upmost sensitivity and confidentiality to be maintained to ensure he would not compromise the trust that the community of Wudinna have for him.

He has given distinguished and diligent service and is highly respected within the SAAS community as well as the Wudinna and surrounding districts. He has been the first to arrive at hundreds of cases, offering emergency medical help, reassurance and support to the community. Mr Simpson has also been a representative on the SA Ambulance Service Zone Ambulance Coordinating Committee and involved in the Wudinna Health Advisory Committee. He is also active in his community recruiting more volunteers to the Wudinna team.

Ambulance Service Medal (ASM)

Northern Territory

Mr Antoni John Kwiatkowski, NT

For distinguished service as a member of an Australian ambulance service.

Over his two decades as a paramedic, Mr Antoni Kwiatkowski has displayed care, compassion, and professionalism. He has received letters and acknowledgements of thanks from members of the public and other medical staff for his outstanding, work ethic and critical prehospital care in saving lives in challenging circumstances. In one instance he put the safety of another before his own in order to protect them and was commended for his courage and bravery in going above and beyond the call of duty to ensure the safety of a person in a vulnerable position.

Mr Kwiatkowski is a well-respected and admired member of the St John NT community. He is a valued mentor to paramedics and continues to support the Triple Zero call centre, where he began his journey. He has stepped up to relieve in many roles with St John NT where he continues to make a valuable impact in supporting the local community and St John staff. Mr Kwiatkowski continues to broaden his skills undergoing Urban Search and Rescue (USAR) training providing him with new skills and the ability to assist in times of national or international crisis.

Emergency Services Medal (ESM)

New South Wales

Mr Anthony Gerard Battam, Narrabri NSW 2390

For distinguished service as a member of an Australian emergency service.

Mr Anthony Battam commenced service with NSW State Emergency Service (NSW SES) as a volunteer on 29 May 1984 and is a dual member of the Narrabri and Lower Namoi Units, where he is the local commander of both units. Mr Battam has held various roles including local commander, emergency officer, Land Search Operations Course Instructor and Land Search Operations Course Administrator.

Mr Battam was deployed to the 1997 Thredbo Landslide (as a Volunteer Rescue Association volunteer), the April 1999 Sydney Hailstorms and the 2001 Casino Severe Storms. Mr Battam's command covers a wide geographical area in the Northwest Slopes region of NSW, which have been impacted and isolated by flooding on numerous occasions. Two of the units under Mr Battam's command are general land rescue accredited with the State Rescue Board and assist with complex rescue operations as required. Mr Battam has deployed to numerous significant events, more recently he was deployed to the March 2021 flooding event and severe weather in November 2021, where he assisted isolated communities, directed the emergency response, and serviced the community.

Mr Battam has made a significant contribution to the safety and wellbeing of the Lower Namoi community throughout his more than 40-year career. He is highly regarded within both the local and emergency services communities for his professionalism, knowledge and dedication. Mr Battam is known to dedicate his time, skills and knowledge to developing the skills of members, including younger members in the NSW SES Cadet Program. Mr Battam has served the organisation and the wider community of NSW with distinction throughout his career.

Emergency Services Medal (ESM)

New South Wales

Mrs Christine Speer, Hillsborough NSW 2290

For distinguished service as a member of an Australian emergency service.

Mrs Christine Speer commenced service with NSW State Emergency Service (NSW SES) on 21 September 1981. Since that time, she has served in a range of frontline roles including operations officer, deputy unit commander, local commander and incident controller. She currently holds the position of Local Commander at the Lake Macquarie Cluster (LMC).

Mrs Speer has been involved in many campaigns assisting the local and surrounding communities of Lake Macquarie as well as assisting during disasters across NSW. She assisted with the 1994 and 2002 bushfires, in the catering and radio operations teams. During the June 2007 East Coast Low storm event, she coordinated multiple teams during the response phase. She assisted in the Goodooga Flood Event in 2012, the 2012 Lismore Flood Event, and the April 2015 East Coast Low storm event. In 2018 she officially became a dual member of the NSW SES Aviation Team as a radio operator. During the 2019-20 fire campaign, she was a NSW SES liaison officer. She was involved in the 2021 Northern Rivers storm event resulting in a 1 in 50-year event causing widespread flooding to the east coast.

Due to the impacts of COVID-19 in 2020, Mrs Speer focused on recruitment and retaining volunteers to ensure ongoing growth and available resources for the local community, resulting in the LMC reaching its largest recruitment and retention numbers. During operational periods, she works closely with other emergency service agencies and the local council. She is also active in the promotion of community awareness of storms and flooding, and in the development of community action teams. Over her 43-year career, Mrs Speer has gained respect and admiration as a leader through her detailed career milestones in emergency management, training and leadership.

Emergency Services Medal (ESM)

New South Wales

Mr Daniel John van Keimpema, Bateau Bay NSW 2261

For distinguished service as a member of an Australian emergency service.

Mr Daniel van Keimpema has been a dedicated member of VRA Rescue NSW since 11 May 2005. Over the past 19 years, he has served with distinction in various frontline roles within the Central Coast Volunteer Rescue Squad, demonstrating an unwavering commitment to public safety and rescue operations.

Mr van Keimpema has held several key positions within the Central Coast Rescue Squad, including training officer, deputy captain, and currently, captain. In each of these roles, he has exhibited exceptional leadership and a deep dedication to enhancing the skills and preparedness of rescue professionals. His expertise in delivering rescue training and managing operations has been instrumental in improving the effectiveness and efficiency of rescue efforts across the region.

Beyond his significant contributions to training, Mr van Keimpema has provided vital rescue services to the community, playing a crucial role within VRA Rescue NSW. His commitment to continuous improvement, selflessness, and dedication to public service has left an indelible mark on the rescue community, improving operational capabilities and saving countless lives.

Throughout his career, Mr van Keimpema's tireless efforts have made a lasting impact on the safety and wellbeing of the NSW community. His service during challenging rescue situations and his leadership within the organisation have earned him the respect and admiration of his peers and the community alike.

Mr van Keimpema has provided remarkable service and contributions to VRA Rescue NSW and the community over nearly two decades. His commitment to the highest ideals of the rescue profession serves as an inspiration to all.

Emergency Services Medal (ESM)

New South Wales

Mr Michael Anthony Wasley, Bayview NSW 2104

For distinguished service as a member of an Australian emergency service.

Mr Michael Wasley has been a member of Surf Life Saving (SLS) for the past 38 years and continues to provide continuous membership and contribution through both a club and branch level.

Mr Wasley holds Life Membership at both the club and branch level which is an honour not bestowed on many members of Mr Wasley's age. At a club level, he has contributed to executive roles serving their board as the director of Education, club captain and has been a consistent member of the Emergency Call Out Team both deploying and assisting with afterhours tasking for all incidents including rescues, Cardiopulmonary resuscitation (CPR), missing persons and other critical incidents that occur afterhours and where Surf Life Saving is tasked by NSW Police to assist. Additionally, Mr Wasley has been a patrol captain but more importantly, he has mentored and continues to mentor youth members wanting to find a pathway to become a patrol captain.

Mr Wasley has accumulated and kept proficient in a multitude of awards throughout his membership which spans across all portfolios of lifesaving, education, surf sports, support operations and member services which he has continued to contribute through club, branch, state and national levels of the organisation. Mr Wasley's contribution comes from his true volunteer mentality of sharing and doing whatever he can to assist the person standing next to him instead of what he can get out of it for his own gain. Mr Wasley continues to be a true role model for many youth members within SLS, no matter which branch or State.

Emergency Services Medal (ESM)

New South Wales

Mrs Julie Ann Wilcox, Forster NSW 2428

For distinguished service as a member of an Australian emergency service.

Mrs Julie Wilcox began her service to surf lifesaving in 1994 at Forster Surf Life Saving Club, where she completed her Bronze Medallion and Advanced Resuscitation awards, marking the start of her 30-year tenure at the organisation. Over the years, Mrs Wilcox has held various pivotal positions, including patrol captain and vice-captain, and has been actively involved in training and assessing members in frontline lifesaving skills. Notably, she played a key role in introducing Unmanned Aerial Vehicles (drones) for beach surveillance and search and rescue operations, training over 100 members in this award and becoming the most senior pilot in the Surf Lifesaving Lower North Coast area.

Mrs Wilcox's dedication extends beyond the club level, as she has been deeply involved in after-hours search and rescue work as a Branch Duty Officer, responding to critical incidents and fatalities, and organising forums to address community concerns. Her leadership has been felt at both local and state levels, where she served as Director of Lifesaving for Surf Lifesaving Lower North Coast Branch for eight years and contributed to strategy and implementation of lifesaving operations.

Mrs Wilcox's significant contribution to the safety and wellbeing of the Forster Tuncurry community and the wider Mid North Coast is evident through her dedication to training, emergency management, and improving systems. Her career spanning over 30 years has showcased her unwavering commitment to surf lifesaving, impact on the community and her distinguished service.

Emergency Services Medal (ESM)

Victoria

Mrs Irene Mary Cracknell OAM, VIC

For distinguished service as a member of an Australian emergency service.

Mrs Irene Cracknell OAM commenced service with the Victoria State Emergency Service (VICSES) Rutherglen Unit in 1981 as the first active female member. In her 43 years of dedicated service, she has held various roles, including unit controller from 1998 to 2002, deputy controller from 2002 to 2019 and unit controller (again) from 2019 to 2023. She is currently the deputy controller of the VICSES Rutherglen Unit. Mrs Cracknell's roles have consistently involved frontline, hazardous duties, demonstrating her commitment to emergency response and community safety.

Mrs Cracknell has been instrumental in numerous significant emergency incidents. Her leadership was critical during the 2013 tornado that impacted Main Street, Rutherglen. As the incident controller, Mrs. Cracknell coordinated efforts across multiple units, overseeing building damage assessments, tarping, acropping, and sand-bagging operations.

In 2017, she was the first on the scene at a multi-vehicle collision on Springhurst Road, where she served as a safety officer. She managed two separate car rescue operations, coordinating with multiple agencies, including the Country Fire Authority (CFA), Ambulance Victoria, Victoria Police, and Air Ambulance Victoria, ensuring the safety and effective collaboration of all responders.

In January 2022, following an intense flash flood, Mrs Cracknell managed the Incident Control Point after 50 properties were inundated. She effectively mobilised support from the Rutherglen CFA, Yarrawonga VICSES unit, and Indigo Shire Council, facilitating a swift and efficient emergency response. Her coordination during the prolonged Murray River flooding in October 2022 further demonstrated her ability to lead extensive welfare checks and resource distribution for vulnerable populations.

Mrs Cracknell has made a significant contribution to the safety and wellbeing of the Rutherglen community throughout her extensive volunteer career. Her unwavering dedication during numerous emergencies, her leadership in hazardous situations, and her mentorship of new members have distinguished her as an exemplary figure in the VICSES. Mrs Cracknell has served her organisation and community with unparalleled distinction and commitment.

Emergency Services Medal (ESM)

Victoria

Mr Michael John Delanis, Glen Iris VIC 3146

For distinguished service as a member of an Australian emergency service.

Mr Michael Delanis commended service with the Victoria State Emergency Service (VICSES) on the 6 May 1993. Since that time, he has served in a range of frontline roles including in the Malvern Unit, where he held roles such as a unit officer, deputy controller and unit controller.

Mr Delanis exemplifies the VICSES values through his selfless dedication and commitment to supporting the Victorian and wider community. He has represented the true VICSES values by responding through hail and shine to emergencies and other natural disasters in Victoria and interstate and serves as a role model and stalwart for his peers and colleagues. He is highly respected as a senior, experienced volunteer and is often considered to be the 'go to' person by up and coming leaders of VICSES, both within his Unit and across the Metropolitan Region, for his wisdom and advice.

Mr Delanis has tirelessly supported and contributed to the VICSES and the wider community not only as a dedicated volunteer but also as a leader within VICSES for his unit and surrounding units. Mr Delanis has volunteered his time, skills and experience to the local community, and has also always been the first to volunteer to be deployed inter and intra state.

For over three decades Mr Delanis' commitment to numerous major emergencies across Victoria and interstate, such as the Shepparton and Murray River floods in 2022, the South Australia storm response in 2016 and Cyclone Seroja in Western Australia in 2021, have seen him play an important operational leadership role. He has exemplified leadership in some of the most challenging of circumstances, including undertaking significant rescues whilst providing calm direction, emotional guidance and support to the wider community.

Mr Delanis' dedication and commitment towards his chosen field of assisting the community shows his passion, which is well respected amongst his peers and regional staff. Mr Delanis' continual sacrifice of personal time over an extended period is over and above what is expected of a volunteer.

Emergency Services Medal (ESM)

Victoria

Mr Donald Leslie Harrison OAM, Belmont VIC 3216

For distinguished service as a member of an Australian emergency service.

Mr Donald Harrison OAM joined the Australian Volunteer Coastguard Association (AVCGA) on 8 February 1979 with the Queenscliff Flotilla in Victoria, then later transferred to the Geelong Flotilla on 21 August 2012 and is still a skipper with the Geelong crew. Mr Harrison has attended a record 120 rescues over his service time.

In 1989 Mr Harrison's volunteering career rose to a new level when he responded to a Water Police request to carry out a rescue off Cape Shank which involved a 45ft vessel. The family on board the distressed vessel was successfully towed to the nearest safe harbour. Perhaps his most significant example of marine bravery was a call out to assist a 30 ft yacht encountering hardship in a 20ft sea off Point Lonsdale in July 2005. The distressed vessel was logged at 7 nautical miles offshore when mayday was called. As Mr Harrison and the crew were preparing to connect a tow line between the distressed vessel and the rescue vessels a rogue wave, estimated to be above 30ft, broke over the Coast Guard vessel. With Mr Harrison following standard operating procedures he managed to continue the rescue, ensuring that the crew on the rescue vessel were all safe, the passengers on the distressed vessel were all safe, the vessels were afloat, and the recovery was successfully completed. He still performs rescues in Corio Bay but has added training to his repertoire of skills.

Through his maritime career he has always remained focussed on a philosophy to educate and assist the community in water safety. He is highly respected within the community of Geelong. Many boat owners owe their lives to Mr Harrison's work and have acknowledged this by way of a wave when out on the bay.

Emergency Services Medal (ESM)

Victoria

Dr Anthony Neil Hodder, Drysdale VIC 3222

For distinguished service as a member of an Australian emergency service.

Dr Anthony Hodder has demonstrated an exceptional commitment to frontline service over his distinguished 45-year tenure with Life Saving Victoria (LSV). Since 1979 he has served as a dedicated lifesaver, beginning his journey at Venus Bay Surf Lifesaving Club (SLSC). His extensive operational roles include 6 years as an operational aircrew member of the SLSA Wales (Westpac) helicopter rescue service, where he excelled as a diver, winch operator, and aircrew trainer.

Throughout his career, Dr Hodder has held pivotal roles such as regional operations officer and lifesaving operations officer, contributing significantly to lifesaving operations in Geelong and the Bellarine district. His leadership was instrumental in establishing and leading the Point Lonsdale SLSC Lifesaving Emergency Response Team (LERT), enhancing emergency response capabilities along Victoria's coastline.

Dr Hodder's service extends beyond the shores, having served as a volunteer aircrewman with LifeFlight helicopters and supporting aerial firefighting efforts during the Canberra bushfires. He continues to serve as an operational air observer for the Country Fire Authority, a role he has upheld for nearly three decades. Dr Hodder's contributions are characterised by his unwavering commitment to training and assessment, shaping future leaders within the organisation and ensuring the highest standards of safety and professionalism among lifesaving volunteers.

Dr Hodder's remarkable career exemplifies a lifelong commitment to community service, marked by bravery, leadership, and a profound impact on lifesaving operations across Victoria. His legacy is defined by his selfless dedication to safeguarding lives and his enduring influence on lifesaving practices within the state.

Emergency Services Medal (ESM)

Victoria

Mr Peter John Weeks OAM, Alexandra VIC 3714

For distinguished service as a member of an Australian emergency service.

Mr Peter Weeks OAM joined the Victoria State Emergency Service (VICSES) Alexandra Unit in September 1971, as a dedicated operationally active member. Over his remarkable 50+ years tenure, Mr Weeks displayed unwavering dedication and leadership in various frontline roles. Initially serving as a member ordinary, he quickly ascended to become a unit officer, holding the position for an impressive 42 years. In this role, Mr Weeks led numerous operations, including search and rescue, storm damage, and boating rescue. Since 2015, he has served as the controller of the VICSES Alexandra Unit, overseeing all unit operations and ensuring readiness for emergency situations.

In response to the October 2022 Victorian floods, Mr Weeks led the VICSES Alexandra Unit through its most extensive campaign since the 2009 Victorian Bushfires. His leadership was pivotal in managing over 140 requests for assistance, including the dramatic rescue of a young family from Acheron, where a 5-month-old baby and pets were saved from floodwaters. Mr Weeks' proactive advocacy for timely flood warnings from Goulburn Murray Water significantly improved community preparedness and response, enhancing community safety.

Beyond emergency response, Mr Weeks has driven numerous infrastructure improvements within the unit, ensuring its readiness for various emergencies. His effective management of the State-owned High Angle Rescue cache and collaborative efforts with AusNet Services to restore power to over 100 homes following a vital power line collapse near the historic Acheron Breakaway Bridge further underscore his commitment to community service.

Mr Week's 50-year tenure with VICSES, coupled with his leadership during numerous emergencies and relentless efforts to enhance community safety, exemplify his distinguished service. His proactive approach to emergency management, coupled with his advocacy for infrastructure improvements and community preparedness, underscore his lasting impact on the Alexandra region and beyond.

Emergency Services Medal (ESM)

Western Australia

Ms Leonie Gwendoline Briggs, Kalamunda WA 6076

For distinguished service as a member of an Australian emergency service.

Ms Leonie Briggs is an accomplished dog trainer who has been integral to the establishment of Western Australia's State Emergency Service (SES) Canine Unit. She has single-handedly schooled more than 30 dogs since joining the unit 14 years ago, including regionally in Busselton, Albany, Northam and Merredin. A natural-born leader, Ms Briggs served as a local manager and deputy local manager for the unit between 2014 and 2023.

As a first responder she has shown unwavering mental and physical grit, turning out at all hours with her own dogs to search for lost and missing persons in challenging terrain, mainly bush or forest, in rain, hail or shine. Ms Briggs' achievements locally are impressive, but what makes her a truly outstanding volunteer is her tireless work behind the scenes to improve canine search and rescue capabilities right across Australia. As a devoted member of the Australian Council of Search and Rescue Dog Organisations, she has worked diligently over nearly a decade to develop the first national standards for search and rescue dogs. The standards will ensure a fair and consistent accreditation process for all canines and are a significant step forward in building confidence in the sector.

Ms Briggs is extremely generous with her time and dog training knowledge and is credited with having a profound impact on the development of volunteers Australia-wide. Her guidance and expertise helped VRA Rescue New South Wales establish its own canine rescue unit in 2022. She continues to support the team with regular visits to conduct assessments.

Emergency Services Medal (ESM)

Western Australia

Mr Ronald Arnold Davey, Lesmurdie WA 6076

For distinguished service as a member of an Australian emergency service.

Mr Ronald Davey is a highly-respected State Emergency Service (SES) volunteer who has attended many complex and prolonged incidents over the past 37 years. Known to consistently put the needs of the community ahead of his own, Mr Davey stands out for his impressive deployment record and long list of credentials. After starting with Kalamunda SES in 1987, Mr Davey quickly climbed the ranks, holding the position of a deputy team leader for well over a decade, then Team Leader, Section Leader, before taking on his current position as a duty officer.

In 2016 he joined the Statewide Operational Response Division (SWORD) as a deputy manager/training manager for the SES Logistics Unit, assisting right across WA during large-scale emergencies. It is testament to Mr Davey's stellar leadership that the Unit's membership lifted nearly tenfold during his five years at the helm. With almost 70 SES qualifications under his belt, Mr Davey has been a valuable asset at several major incidents in recent years.

In October 2022, he deployed to New South Wales for a week to assist after major flooding, leading a team of volunteers to help protect several small communities. One of Mr Davey's most notable qualifications is as an air search observer, which sees him working from aircraft to help locate missing persons or vessels. Searching can be incredibly taxing on the mind and body, yet Mr Davey has attended a string of protracted incidents over the years, including the 2010 search for solo sailor Jessica Watson and efforts to find missing Malaysia Airlines Flight 370 in 2014.

Mr Davey will drop everything to deploy at short notice often to very remote locations with no clear information on when he will return. His outstanding commitment to emergency services has been recognised with life membership for both SWORD SES Logistics Unit and the Kalamunda SES Unit

Emergency Services Medal (ESM)

Western Australia

Mr Grant Alan Pipe, WA

For distinguished service as a member of an Australian emergency service.

Mr Grant Pipe has played a key role in keeping Western Australians safe during some of the State's worst natural disasters. His impressive 35-year career in emergency services started as a volunteer with Rockingham State Emergency Service (SES) in 1990, where he fulfilled a string of leadership positions before landing the role of the Department of Fire and Emergency Services SES (DFES) district manager in 2007. Mr Pipe's dynamic and adaptable leadership style saw him promoted to the position of DFES regional superintendent in Kimberley in 2012.

During more than a decade of dedicated service to the region, Mr Pipe made giant strides in the areas of emergency preparedness and bushfire response. He was instrumental in establishing the Kimberley Fire Working Group, which brings together landowners, Aboriginal corporations and other key agencies to collaborate on mitigation and share knowledge, including traditional burning techniques.

Mr Pipe has deployed right across the State to help lead the response to major incidents, including the Perth storm in 2010 which caused around \$1.3 billion in damage and produced the largest hail on record for the city. When Tropical Cyclone Seroja devastated the Mid-West towns of Kalbarri and Northampton in 2021, Mr Pipe stepped up to the plate as an incident controller. In 2022-23 when ex-Tropical Cyclone Ellie hit WA's north, Mr Pipe again displayed outstanding leadership and quick thinking under pressure, as an incident controller and then operational area manager.

During the record-breaking flooding that followed, Mr Pipe's strong relationships throughout the Kimberley were key to the successful delivery of services and support to isolated communities, as well as efforts to rebuild vital infrastructure as the appointed State Recovery Coordinator. Today, Mr Pipe brings his vast knowledge and experience to the role of DFES chief superintendent of Metropolitan North, based in Perth.

Emergency Services Medal (ESM)

Western Australia

Mr Mark Kenneth Regel APM, WA

For distinguished service as a member of an Australian emergency service.

From a 10-year-old nipper at Leighton Beach to one of the most qualified surf lifesaving volunteers in the country, Mr Mark Regel's impact on beach safety over more than half a century cannot be overstated. A devoted member of Fremantle Surf Lifesaving Club, Mr Regel rose through the ranks to become a captain between 2002 and 2012 and remains an active lifesaver. While in charge, his strong relationship-building skills led to several key improvements for the club, including lights and sirens for some vehicles to facilitate faster emergency response and a new system for beach patrolling that is still used today.

Mr Regel has more than 30 surf lifesaving certificates and awards to his name. He has been a trainer since 1978 and is able to assess most lifesaving qualifications. Over the years he has devoted hundreds of hours to developing and inspiring up-and-coming volunteers. Mr Regel also spent five years as a crew member and chief for the Surf Life Saving Australia Westpac Helicopter Rescue Service, which at the time assisted with water rescues, searches and bushfires, as well as providing emergency medical assistance. His enthusiasm and commitment significantly bolstered the helicopter's response capabilities, and he worked diligently behind the scenes to build relationships with police, emergency services and government departments, leading to an increase in call-outs.

In the 1980s, Mr Regel was instrumental in establishing Surf Life Saving WA's Emergency Response Group, which provides assistance with coastal searches for small vessels and missing persons at the direction of Water Police. He consistently goes above and beyond for his community, providing input on committees and working groups and engaging with various stakeholders to improve surf rescue capabilities in WA. Both as a volunteer and in his paid job with WA Police, Mr Regel has saved countless lives over decades of selfless service to the WA community.

Emergency Services Medal (ESM)

South Australia

Mr Darryl Clifford Wright, SA

For distinguished service as a member of an Australian emergency service.

Mr Darryl Wright has held several key operational and frontline roles within the South Australian State Emergency Service (SASES) having joined the organisation in 2006 following 25 years with South Australia Police. He has been actively involved in emergency management, marine rescue operations, SASES response coordination and operational duties during major rescues, storms and flooding events - contributing significantly to the safety and well-being of the community.

His leadership has ensured the efficiency and effectiveness of South Australia's marine rescue capability which is delivered through 16 operational SASES units and 15 Volunteer Marine Rescue (VMR) flotillas. He has chaired the SA Volunteer Marine Rescue Council for over 18 years and provided stewardship and continuity for marine rescue governance arrangements in the state. He has held the statutory role of Deputy State Coordinator for over fourteen years and was one of the service's inaugural appointees to the role of Chief of Staff for the SASES State Control Centre. In these roles he has been accountable for SASES operations including major incidents involving activation of state and national emergency management arrangements and coordination mechanisms for major incidents, most recently the 2019-20 Bushfires, COVID-19 response and 2022/23 River Murray Flooding events.

Mr Wright has been deployed interstate as a Taskforce Commander following the Queensland Floods 2010-11 and Cyclone Yasi. His leadership and coordination skills were instrumental in managing the response efforts and ensuring the safety and well-being of the taskforce crews and affected communities. He has executed programs that provide enduring benefits for frontline personnel and managed a seamless transition to new harmonised national maritime safety laws for volunteer marine rescue. This saw the establishment of new Regional Marine Officers and VMR Support Officer roles as well as funding augmentation for vessel and truck replacement programs.

Mr Wright's contributions have had a lasting impact on the state's marine rescue capabilities and the safety and effectiveness of marine rescue operations within South Australia and more broadly across Australia.

Emergency Services Medal (ESM)

Tasmania

Ms Bianca Janelle Callinan, Howrah TAS 7018

For distinguished service as a member of an Australian emergency service.

Ms Bianca Callinan currently holds the position of coordinator of operations and resources; an operational role within Tasmania State Emergency Service (SES) State Operations which is an integral component of the planning, preparedness and response function to emergency events within the State, both from an SES and Tasmania Fire Service perspective.

Ms Callinan has been dedicated to a long-term career in working across the prevention, preparedness, response and recovery phases of emergency management across the Tasmanian emergency services sector, performing critical functions both within Tasmania and nationally in the provision of support and specialist expertise in key functional roles. She has undertaken deployments within Tasmania, in other Australian jurisdictions and internationally, where she has worked within hot zones during events of significance and provided specialist expertise in the areas of specific Australasian Inter-service Incident Management System (AIIMS) functional roles, community outreach and recovery. Of note are Ms Callinan's deployments to the Brisbane (QLD) floods and Cyclone Yasi of 2011, Tropical Cyclone Debbie of 2017, the Tasmanian bushfire campaign of 2016 (and other bushfire events in Tasmania), Bundaberg (QLD) bushfires of 2019, Hawkesbury Gosper's Mountain fires of 2019, NSW floods of 2022 and a 32-day international in-field deployment to Canada during their June 2023 bushfire season.

Ms Callinan's emergency management experience across the sector is significant. She has established positive and trusted relationships across the sector in Tasmania and interstate and continues to mentor less experienced colleagues and learn from more experienced colleagues. Ms Callinan is held in high regard by Tasmania SES members and is particularly devoted to supporting the volunteer cohort in any manner she can. Her dedication, innovation and intrinsic work ethic has contributed meaningfully to the evolution of Tasmania SES in recent years, including the transition of the organisation to a new concept of operations, the successful implementation of the Australian Warning System (Flood), transition to the new Computer Aided Dispatch system, the enhancement of the Tasmanian Government's emergency website TasALERT and contemporising State to regional operations.

Emergency Services Medal (ESM)

Tasmania

Mr Paul James Le Fevre, South Launceston TAS 7249

For distinguished service as a member of an Australian emergency service.

Mr Paul Le Fevre has been an active, dedicated, and passionate member of the Tasmanian State Emergency Service (SES) since 1999, where he currently serves his time in the Search & Rescue (SAR) team and the General Response Unit (GRU). During his near 26 years of dedicated service as a volunteer, Mr Le Fevre has demonstrated an extremely high level of commitment and leadership to both units.

In August 1999 Mr Le Fevre joined the SAR team, with the unit just being established two months prior. Mr Le Fevre along with the co-founders of the SAR team were instrumental in developing the Unit and at the age of 71, he is still an extremely active member as a crew leader.

Mr Le Fevre consistently shares his broad knowledge and considerable experience whenever and wherever it is needed. His extraordinary level of commitment to train new members so they can perform their duties to the highest level, whilst doing it safely and professionally has been outstanding. He is also considered a subject matter expert for navigation, where he provides critical training, not only to the SES SAR teams, but other units and organisations.

Mr Le Fevre's navigational skills and strategies have been used for many SAR jobs, such as locating missing persons on Mount Ossa and Cradle Mountain, searching at Meander Falls where the visibility was extremely low for a lost diabetic walker, the SAR for a lost policeman at Mount Victoria. Mr Le Fevre's skills were pivotal in all these searches contributing to successful outcomes. He has contributed significant hours to the community and supported several larger incidents in the region and intrastate, notably all the serious floods in Northern Tasmania and nearly all the major searches in the past 26 years, not only in the North but across the state.

Mr Le Fevre is an outstanding operator and an invaluable asset to the Northern SES team. He has been an integral team member that has and continues to develop and mentor the GRU and SAR units.

Emergency Services Medal (ESM)

Tasmania

Mr Curtis Ian Salter, TAS

For distinguished service as a member of an Australian emergency service.

Mr Curtis Salter has contributed to leadership and training with the Tasmanian State Emergency Service (SES) for over 18 years and has been a volunteer with the General Response Unit (GRU) - South covering Greater Hobart with half of Tasmania's population. Mr Salter is currently the Deputy Unit Manager of Operations, a crew leader in the GRU, and a regional subject matter expert.

During his 18 years of service, Mr Salter has provided leadership through numerous storm and flood damage callouts, searches for missing people, fire emergencies, interstate deployments, and State disaster rescue competitions. He has such passion for serving the community and providing any assistance possible during times of need. He does this while building the people up around him.

As a crew leader and manager, he mentors and trains emerging leaders, by providing practical support and advice. An example of this, is when he led a team of emerging leaders to victory in the 2016 State Disaster Rescue Competition, earning a place for the Unit to compete for Tasmania at the 2017 National Disaster Rescue Competition. All members of that team have become excellent crew leaders, with some becoming unit managers under his mentorship.

Mr Salter began training volunteers in 2008 specialising in rescue skills and storm and flood damage response and has since trained hundreds of people in these courses. Mr Salter has since branched out and trains the majority of courses offered by Tasmanian SES. Mr Salter has a passion for passing on his knowledge and is a firm believer in continuous learning. He is often passing on key wisdom such as "water flows downhill and it comes from somewhere", "everyone asks for sandbags, but they don't have to fill them", "be lazy, look for a simple solution", "if you can't tie knots, don't tie lots, I will teach you".

Australian Corrections Medal (ACM)

New South Wales

Mr David Archer

For distinguished service as a member of an Australian correctional service.

Commencing with Corrective Services NSW in 2008 as a casual correctional officer, Mr David Archer has excelled throughout his 16-year career. Mr Archer was instrumental in establishing a works release program at Mary Wade Correctional Centre. This greatly assisted in allowing the offenders to integrate into society prior to release with many of them securing positions within the workforce post release.

Mr Archer's success at Mary Wade Correctional Centre has led to him being seconded to Emu Plains Correctional Centre, in an effort to use his expertise in establishing and maintaining a similar program. Mr Archer's success extends far beyond the limits of these programs. He embodies the qualities of a fearless leader, characterised by his support for the staff he manages.

Mr Archer's leadership is shown by a genuine commitment to empowering those around him. His extensive knowledge and experience are not just assets he keeps to himself but are actively shared with his team. He takes pride in mentoring and guiding his staff, always willing to provide insight and advice to help them excel.

Australian Corrections Medal (ACM)

New South Wales

Ms Samah Hasham

For distinguished service as a member of an Australian correctional service.

Ms Samah Hasham began working for Corrective Services NSW in 1999 embarking on a career that has been marked by a profound commitment to fostering inclusivity, diversity and social justice. Beginning as a probation and parole officer, Ms Hasham has risen within Community Corrections to the position of manager at the Parramatta Community Correction Office, where she encourages her diverse team to learn from one another's unique backgrounds and celebrate their individuality. This is exemplified by her drive to develop culturally sensitive interviews rooms at various Community Corrections offices to honour and respect the cultural backgrounds of the staff and offenders who use them.

Ms Hasham is also passionate about engaging with the broader community and is an active member of the Metro Multicultural Community Engagement and Culture Forum, where she advocates for better sharing of knowledge and resources. She has also sourced culturally and linguistically diverse program facilitators to ensure offenders from a variety of backgrounds have access to programs in their first languages.

Ms Hasham's genuine commitment to inclusivity and cultural learning extends to her relationship with the broader community, where she has forged connections with Aboriginal Elders to promote better outcomes for Aboriginal offenders on supervision. Her advocacy extends to combating domestic violence, where she has encouraged both her colleagues and offenders to engage in White Ribbon's 16 Days of Activism campaign. Ms Hasham stands out for her genuine belief in the transformative power of inclusive practices and consistently striving to make tangible difference in the lives of those she serves.

Australian Corrections Medal (ACM)

New South Wales

Mr Darren Wayne Kearney

For distinguished service as a member of an Australian correctional service.

Mr Darren Kearney commenced his Corrective Services NSW (CSNSW) career in 1990 commenced duty at Parklea Prison and transferred to Maitland Jail in 1992 with the closure of Maitland Jail i transferred across to the then Maitland transport unit in 1998 and has remained within the Court Escort Security Unit (CESU) since, rising to the rank of senior assistant superintendent. Over the past 34 years, Mr Kearney has operated at several levels, gaining knowledge and experience that makes him a subject matter expert in his field and a valued member of the CESU management team.

Mr Kearney is dedicated and extremely organised. He brings a strong skillset to the business and provides key support for staff and senior management. He can be relied upon to complete activities and supervise staff and inmates in a fair and compassionate manner. Focused on serving the people of NSW, Mr Kearney's personal integrity and work ethic epitomises the values of CSNSW.

Australian Corrections Medal (ACM)

New South Wales

Ms Japjeet Kaur Prior

For distinguished service as a member of an Australian correctional service.

Ms Japjeet Prior joined Corrective Services NSW (CSNSW) as a correctional officer in 1994. Over her 30 years of service, she has held various roles and led numerous major initiatives. She commenced her first role with Corrective Services Industries (CSI) in 1999 and is currently the business manager of Operations in Textiles and Laundry at Francis Greenway Correctional Complex, which has 19 commercial business units and employs more than 770 inmates.

Early in her career, she successfully implemented CSI's enterprise resource planning system, Pronto, and spent two years personally training hundreds of staff to use it. Ms Prior spearheaded the development and redesign of the generic, unisex inmate clothing that was once issued to men and women in custody, and introduced a range of better-fitting, more feminine clothing to help the self-confidence of female inmates.

Through her hard work, external projects in CSI's business units have engaged thousands of inmates in meaningful employment and traineeships, and her initiatives have generated over significant external revenue, saving taxpayer money. During the COVID-19 pandemic, CSI laundries operated seamlessly under Ms Prior's stewardship. Despite the challenging climate, there were no interruptions to service delivery, ensuring more than 11,000 inmates, including those with COVID-19, had daily access to clean clothing and linen.

Australian Corrections Medal (ACM)

New South Wales

Mr Peter Tran

For distinguished service as a member of an Australian correctional service.

Mr Peter Tran has served in the public sector for over 40 years and was the first Vietnamese probation and parole officer appointed at Corrective Services NSW (CSNSW) in 1995, after transitioning from NSW Police, where he worked as a Vietnamese cultural liaison officer. Mr Tran has been working with offenders for over 29 years and is now a team leader, where he demonstrates professionalism, leads by example, and earns the respect of all who meet him due to his calm and open personality.

Mr Tran leads the Community Service Work Scheme at Fairfield Office and has built various partnerships with community agencies to ensure clients give back to the community. He goes out of his way to maintain great working relationships with agency staff and leaders to ensure there is ongoing work for people on supervision.

Mr Tran has championed projects including knitting and sewing groups that see beanies and dialysis bags made and donated to various people in need, including patients at Westmead Children's Hospital and residents of the Lansdowne Nursing Home. As a team leader, Mr Tran has led his colleagues to achieve great results with the offenders they supervise, with many completing community work orders, getting involved in community projects and gaining the skills and confidence to help reduce their risk of reoffending.

Australian Corrections Medal (ACM)

New South Wales

Ms Kim Louise Vodic

For distinguished service as a member of an Australian correctional service.

Since commencing employment with Corrective Services NSW in 2007, Ms Kim Vodic has dedicated her career to enriching the lives of offenders with educational and training opportunities. She works tirelessly to seek opportunities for inmates to participate in a variety of courses, education programs and cultural endeavours with unparalleled energy and vigour.

Ms Vodic is passionate and committed to improving offender outcomes, researching new courses and seeking additional funding while assisting vulnerable inmates to achieve results and learn at their own pace. She makes a huge contribution to supporting behavioural change and addressing criminogenic needs in offenders and empowers them to seek change and self-efficacy.

Ms Vodic has earned a great deal of respect from offenders at Broken Hill Correctional Centre for her efforts in driving better outcomes for all inmates, including seeking opportunities to link them with support services when they leave custody. She is also a strong advocate for Aboriginal offenders, driving National Aborigines and Islanders Day Observance Committee (NAIDOC) and Reconciliation Day initiatives within the centre while mentoring inmates to become chairpersons of inmate committees to represent their views.

Ms Vodic is well-regarded by inmates and colleagues alike because of her strong commitment to building a culturally safe environment for Aboriginal people in custody and her dedication to providing more opportunities for those in her care.

Australian Corrections Medal (ACM)

Victoria

Mrs Rebecca Trudy Linnett

For distinguished service as a member of an Australian correctional service.

Ms Rebecca Linnett commenced her career in 1999 with Community Correctional Services (CCS), dedicating her career to the Hume region for this significant period. Throughout her 25 years of service, she has held numerous roles within CCS, ranging from an entry-level position to senior regional management roles, including community corrections officer, leading community corrections officer, supervisor, and manager of Court Practice. Her most notable contribution has been in her role as the supervisor of Court Assessment and Prosecution Services (CAPS), which she commenced in 2012.

Ms Linnett is a prominent leader in the Hume region. Her knowledge extends beyond Court Services Victoria into CCS case management frameworks, practice guidelines and systems knowledge. She has played a significant role in the development and maintenance of a regional court list register, enabling efficient coordination of all upcoming court matters across the nine courts within the Hume region and allowing for practice efficiency and data collation.

Ms Linnett is an active member of the Hume region demonstrating her commitment and dedication to the public service and her colleagues. This includes her active participation in regional risk committees, family violence practice committees, and representation on practice committees across the state.

Ms Linnett has remained a steadfast figure during periods of significant reform, actively contributing to reform initiatives while actively mentoring and upskilling her colleagues. Her adaptability and resilience in navigating these reforms have been instrumental, reflecting her unwavering support for her team and the broader organisation.

Throughout her 25-year career, Ms Linnett's exceptional organisational skills, dedication to efficiency, and commitment to public service has made her an invaluable asset to the Hume region. Her leadership and contributions continue to inspire and uplift her colleagues and the community.

Australian Corrections Medal (ACM)

Victoria

Mr Mark Thomas Nestor

For distinguished service as a member of an Australian correctional service.

Mr Mark Nestor commenced working with Corrections Victoria in 1988 as a prison officer at Hopkins Correctional Centre (formerly Ararat Prison). With unwavering commitment and determination, he has dedicated over 36 years to the field of corrections. His journey spans various custodial roles, from prison officer to operations manager. Currently, he serves as the vocational services manager at Barwon Prison.

Mr Nestor played a pivotal role in the adoption and implementation of a case management model at Barwon Prison that is based on a best practice multi-disciplinary approach. Through strong advocacy and his ability to achieve support from his colleagues, he championed its implementation which has revolutionised case management practices at Barwon Prison. Mr Nestor's work has not only improved outcomes within the facility but has also significantly contributed to the broader goals of Victoria's corrections system.

As the vocational services manager, Mr Nestor is passionate about people being employed while they are in prison and gaining both soft and technical skills that will set them up for getting a job when they are released. He has an unwavering commitment to the secure and safe management of people in the care of Barwon Prison, as well as a dedication to providing them with opportunities that contribute to personal positive development.

Mr Nestor has also always been passionate about supporting and advocating for his staff. He leads committed and cohesive teams in complex and challenging work settings and has built strong working relationships with several stakeholders across a very diverse portfolio. Mr Nestor has demonstrated exceptional dedication to his duties throughout his 36-year career. His efforts have not only enhanced prison operations but also fostered a more rehabilitative and supportive environment for the people at Barwon Prison.

Australian Corrections Medal (ACM)

Victoria

Mrs Tanya Angela Zita

For distinguished service as a member of an Australian correctional service.

Mrs Tanya Zita commenced as a leading community corrections officer at Community Correctional Services (CCS) in 2004. Over the past 20 years, Mrs Zita has demonstrated outstanding capability and dedication to her role, advancing through numerous front-line roles within CCS. In her case management roles, Mrs Zita has always demonstrated best practice case management and worked hard to achieve positive outcomes for the clients who often present with complex and challenging needs. She is currently serving as the manager of Court Practice at Broadmeadows Justice Service Centre (JSC).

Mrs Zita has played a critical role in creating a high-performing culture at the Broadmeadows JSC. With her commitment to implementing best practice case management, she has led her team through reforms and critical incidents as well as multiple changes in processes. Mrs Zita has actively worked to build capable and engaged teams who are motivated to deliver quality case management, which results in positive client outcomes and improves the safety of the North-West Metropolitan area community. She also undertakes extensive stakeholder engagement, including Victoria Police, Broadmeadows Magistrates Court, family violence services and drug/alcohol and mental health providers to get the best outcomes for CCS clients.

Mrs Zita has been instrumental in developing robust emergency and incident management practices across the area. As a skilled workplace trainer, she is a lead facilitator for incident response training and has also facilitated cognitive skills workshops and motivational interviewing sessions with staff. Mrs Zita has been able to create a culture where staff feel confident, safe and supported working with clients.

Mrs Zita's commitment to her role, her team and the people she serves is commendable. Her leadership skills and dedication has created a high-performing culture at the Broadmeadows JSC and is an invaluable member of the leadership team.

Australian Corrections Medal (ACM)

Queensland

Ms Susan Gay Burley

For distinguished service as a member of an Australian correctional service.

Ms Susan Burley commenced with Queensland Corrective Services (QCS) on 21 June 2004 as a custodial correctional officer at Helena Jones Centre. Her significant commitment and service to QCS is evident throughout her impressive 20-year career. She has worked extensively across the agency in a variety of roles before commencing as the general manager at Borallon Training and Correctional Centre (BTCC) in 2022. The centre transformed as a result of Ms Burley's exceptional leadership skills and ability to lead significant change and reform programs.

Ms Burley identified the operational and strategic priorities and implemented a co-design model. She employed a system that ensured the success of the endeavour could be measured and confirmed that work undertaken by the leadership team had turned around a previously suboptimal environment. As a result of this success, and following extensive consultation, there was increased accommodation and employment pathways for prisoners. Ms Burley transformed BTCC into a positive and safer environment for staff and prisoners.

Ms Burley is truly representative of an ethical and strong leader within QCS. She is known as a trustworthy and collaborative leader who involves staff in the decision-making process and values their input. She has significant operational and executive management skills, with a proven track record of managing large correctional facilities.

Ms Burley is a compassionate and resilient correctional leader who adopts an action-oriented approach, applies strong cultural and relational sensitivities to positively influence and inspire others. She uses creativity and innovation to achieve organisational excellence, harness human and social capital, and foster safe environments and meaningful partnerships to contribute operationally and strategically to whole of government priorities

Australian Corrections Medal (ACM)

Queensland

Mr John Wesley Rowan

For distinguished service as a member of an Australian correctional service.

Mr John Rowan commenced with Queensland Corrective Services (QCS) on 15 December 1988 at the Woodford Correctional Centre (WCC). His significant commitment and service to QCS is evident throughout his impressive 36-year career.

Mr Rowan started as a dog handler at WCC on 6 January 1997, where he remains to this day. As a member of the WCC Dog Squad, he has served in various capacities, notably excelling in emergency response, drug detection, and high security prisoner escorts. He has consistently demonstrated remarkable skill, professionalism, and dedication to ensuring the safety and security of the correctional facility.

Mr Rowan has played a pivotal role in drug detection efforts utilising his passive alert detection dogs within the centre. His exceptional ability to train his dogs in detection and his thorough approach to the search of visitors have led to the interception of illegal substances, thereby preventing their entry and distribution within the prison environment. He has been entrusted with the responsibility of protecting the centres external perimeter and conducting external escort of high security prisoners out into the community, conducting these duties with the utmost professionalism and attention to detail.

Mr Rowan exemplified outstanding courage in the face of danger during a centre riot in 1997. His dedication to duty and willingness to confront adversity head-on are qualities that embody the spirit of corrective services.

Beyond his specific duties, Mr Rowan embodies the core values of integrity, dedication, and excellence that are emblematic of QCS. He consistently goes above and beyond the call of duty, serving as an inspiration to his colleagues and earning the respect and admiration of all who work alongside him. Mr Rowan has made outstanding contributions and provided distinguished service to QCS, upholding the highest standards of professionalism and integrity through his work.

Australian Corrections Medal (ACM)

Queensland

Ms Lauren Maree Thompson

For distinguished service as a member of an Australian correctional service.

Ms Lauren Thompson is a highly regarded and capable leader who has made significant contributions since her commencement with Queensland Corrective Services (QCS) in 2004 as a community corrections officer, at the Ipswich Community Corrections office. Ms Thompson has consistently demonstrated her unwavering commitment to community safety with over 20 years of distinguished service in predominantly frontline leadership positions.

Ms Thompson has demonstrated an impressive ability to manage and lead multi-disciplinary offender centred teams across various roles with QCS, including the role of regional manager for a number of regions including Southern, Far Northern and Brisbane regions. Ms Thompson led staff through the 2022 Ipswich flooding event which resulted in significant impact on the Ipswich Community Corrections District Office and offender reporting requirements. This was managed in addition to the complexities of the COVID-19 pandemic to ensure minimal disruption to service delivery.

Ms Thompson has built and sustained meaningful local partnerships and increased collaboration with other public safety agencies through joint operations, education, and information sharing, to optimise offender management and support community safety. Ms Thompson led the introduction of the FUSE Program at the Ipswich Community Corrections office, a joint initiative with the Queensland Police Service targeted at high-risk recidivist offenders. She has also been instrumental in introducing the commencement of the Women's Estate at Ipswich to address the unique challenges faced by women under QCS supervision.

Ms Thompson maintains the highest standards of personal and professional conduct and actively promotes a culture of respect and inclusivity. Her continued focus on the success of her team and its contribution to broader organisational objectives and the pursuit of enhanced community safety, make her contributions to QCS outstanding.

Australian Corrections Medal (ACM)

Western Australia

Ms Olivia Louise Byrne

For distinguished service as a member of an Australian correctional service.

Ms Olivia Byrne as a principal officer for Boronia Pre-release Centre for Women (Boronia) has remained as committed and as enthusiastic as she was when she was first posted to the centre in 2004 when the centre was first commissioned. Her contribution towards the rehabilitation and support for the resident prisoners and their children in our care is to be applauded.

Ms Byrne is fully cognisant that authority does not just sit within a position but rather it is in how she conducts herself. In demonstrating her qualities as a leader, she is able to maintain the respect of her colleagues and ensure successful outcomes for both female prisoners and the Department of Justice as a whole.

Irrespective of the position she has occupied, Ms Byrne has always demonstrated exceptional leadership qualities. Those qualities include, integrity, passion, excellent communication, innovation, and the ability to self-reflect. As her confidence has developed throughout her career, so too has her courage and her conviction in being able to lead even senior members of staff through significant change management.

Whilst acting in the role of the director of Women's Operations, Ms Byrne oversaw the development and implementation of the Women's Strategic Plan 2022-2025 Women's Estate Strategic Futures (Better Futures), which not only impacted on female only prisons, but also those that had both male and female cohorts within the facility. The commencement of the Women's Strategic Plan proved somewhat contentious with those facilities and superintendents of shared populations. This was largely due to inaccurate perceptions of significant and onerous change impacting on the overall operations of those facilities. The ongoing consultation with the impacted superintendents was time consuming but necessary and Ms Byrne's skill in managing concerns and expectations while acknowledging the operational challenges for staff, ensured a successful implementation that continues to resonate today.

Australian Corrections Medal (ACM)

Western Australia

Mr Sean Thomas Devereux

For distinguished service as a member of an Australian correctional service.

As the deputy superintendent of Hakea Prison, Mr Sean Devereux is responsible for ensuring a safe, secure, and humane environment for prisoners in Western Australia whilst providing a workplace that is safe and supportive. He is responsible the effective delivery of the care and wellbeing of prisoners, reparation to the community and rehabilitation of prisoners in a diverse, high-risk and complex facility.

It is testament to this commitment that Mr Devereux's played, and continues to play, a key and influential role in the establishment, promotion, and success of the Corrective Services Deaths in Custody Lessons Learned process. Recognising the importance of this initiative, and how it helps to identify areas for improvement with respect to supervision and care provided to a person and the response and recovery phases of a death in custody and in turn ensures Corrective Services is well informed at coronial inquests.

Mr Devereux has led by example putting countless hours, beyond his regular duties to ensure the Department of Justice takes a proactive approach to initiating change and sharing good practice across the state. Through this process, Mr Devereux has encouraged other senior leaders to engage in the process, enabling them to see the true benefit of self-reflection and early identification of remedial actions. With Mr Devereux's aid, Corrective Services has identified over 40 corrective actions to improve the safety and care provided to prisoners in the department's care.

His commitment to developing a new generation of leaders and supporting staff to ensure they are equipped with skills and are armed with sufficient knowledge to ensure informed decisions can be made, Mr Devereux has mentored staff on the lessons learned process, enabling junior staff to understand the need for Corrective Services to continually improve the way in which undertakes its business and the services in which it delivers.

Australian Corrections Medal (ACM)

Western Australia

Mr Ian Malcolm Farrall

For distinguished service as a member of an Australian correctional service.

Assistant Superintendent of Women's Services at Boronia Pre-Release Centre for Women, Mr Ian Farrall quietly leads his team whilst achieving favourable outcomes such as the announcement of the facility's smoke free launch in February 2024. His preparedness and leadership skills highlight his ability to problem solve, plan, and ultimately lead to improved health outcomes and financial status of those people, residents, and staff, who previously smoked.

Mr Farrall played a lead role in the development of the Boronia Puppy Raising Program, a collaboration between the Department of Justice and Guide Dogs WA. Prisoner's engagement resulted in an improvement in self-esteem, mental wellness, connection and relationship building, teamwork, opportunity to give back to the community, engagement in education and vocational training, employment opportunities and enhanced community reintegration prospects.

While based at Melaleuca Women's Prison, Mr Farrell coordinated COVID Vaccination Clinics between June 2021 and December 2022. These clinics were pivotal in achieving the low COVID positive cases.

In 2020, Mr Farrall identified and engaged with service providers to implement vital programs for Aboriginal and non-Aboriginal women. This included cultural initiatives like the Western Australia Aboriginal Leadership Institute (WAALI) Prevention Early Intervention Leadership Program, designed by Aboriginal women for Aboriginal women. This program was designed and delivered to the women in our care by Aboriginal elders and facilitators at Melaleuca.

Mr Farrall directed the leadership team to ensure the women were encouraged and motivated to embrace all facets of the program, ultimately empowering them to take control of their own lives. His involvement was critical in managing the external coordination and program support between the Department of Justice and WAALI. Mr Farrall made it possible for WAALI to work in a culturally safe setting to successfully implement the program in a prison environment

Australian Corrections Medal (ACM)

Western Australia

Ms Leonie Anne Sinclair

For distinguished service as a member of an Australian correctional service.

Assistant Commissioner of Adult Women's Prisons, Ms Leonie Anne Sinclair, commenced with the Department of Justice WA in March 1990 as a trainee prisoner officer then posted to Bandyup Women's Prison. It is testament to her drive and ambition that she has successfully navigated the prison estate to reach the rank of superintendent in 2012, gaining operational and corporate experience with each frontline role she undertook.

With experience and exposure to offenders, Ms Sinclair has gained a unique understanding of the needs of Aboriginal people in her care. Developing extensive partnerships and relationships with Indigenous Elders and communities has given her invaluable insight and knowledge to alleviate prisoners' family members on a wide range of concerns, or requests for people who are off country. Ms Sinclair recognises the importance of respecting and valuing individual differences in relation to people's backgrounds, their circumstances and/or preferences. Workforce diversity is about acceptance and inclusion of a wide range of diverse individuals to bring together attributes in achieving objectives efficiently and effectively. Her staff always feel supported, inspired, and encouraged to achieve their full potential.

Currently, Ms Sinclair leads several key initiatives, most critical being oversighting and driving practical solutions to manage prisoner population issues impacting on the Adult Women's Prison estate. These include the careful management and transfer of all women from the purpose-built women's unit at Greenough Regional Prison (Greenough) and their movement to other prisons to cater for a critical spike in the population of the Adult Male Prison estate. Ms Sinclair has successfully negotiated the gradual reintroduction and return of women into Greenough for temporary visits and home leaves enabling them to be closer to family and maintain these important relationships and networks to support their rehabilitation and reintegration.

Australian Corrections Medal (ACM)

Western Australia

Mr Larry Stephen Smith

For distinguished service as a member of an Australian correctional service.

Mr Larry Smith is the Assistant Director for Prisoner Employment Programs & Transitional Services and has been integral in forging cross sector partnerships among government, community, industry, employment and educational sectors, whose common goal is to assist prisoners with an increased opportunity to secure employment as they transition to release.

As Mr Smith leads both the Career and Employment Services team and Transitional Services team across the state, he has been instrumental in creating 'throughcare employment pathways' to support pre and post release services for prisoners in WA. In 2008 Mr Smith led the Prison Employment Release Programs project for reducing imprisonment reforms. This project formed the foundations of the successful Prison Employment Program (PEP) which was established under his leadership.

In 2012 Mr Smith was a founding member for the establishment of the Bindjareb Program which sees Aboriginal prisoners trained in mining and civil construction skills, including machinery operation. Graduates are linked to employment upon release. Mr Smith has been a key driver of the continued success of the program from the outset, managing the relationships, and keeping the project on track.

In 2022 Mr Smith introduced the WA Veteran Services Strategy, a whole-of-department approach to recognising and addressing the needs of veteran prisoners in WA, as well as recognising the lived experience and contribution of the Department of Justice's veteran staff. This model is now shown nationally as best practice, with Mr Smith now on the National DVA Incarceration Prison Servicing Officer Working Group.

Australian Corrections Medal (ACM)

South Australia

Mr Matthew Staples

For distinguished service as a member of an Australian correctional service.

Mr Matthew Staples commenced working as a correctional officer at Mobilong Prison in 2008 and has held a number of positions including recreation officer, industries manager and security manager. During his time at Mobilong Prison he engaged an array of external stakeholders and community organisations to deliver programs for prisoners, including art, fitness and wellbeing programs.

Mr Staples was successful in obtaining a position on the Tomorrow Senior Managers Program, where he undertook operational manager positions across the department. He is currently the assistant general manager at Yatala Labour Prison (YLP). During his time in the position, he has developed systems designed to increase training statistics at YLP, including performance development plans. He has worked alongside the Learning Academy to achieve outstanding results for YLP. His focus has been on ensuring prisoners have access to service providers and recreation programs, whilst focussing on security and safety.

Mr Staples has also acted in the role of general manager at YLP and has managed complex operations and contributed to key delivery of programs and policies. He has established a wellbeing committee and a cultural safety committee at YLP to enhance staff wellness and cultural safety whilst at work.

Mr Staples is a valued member of the YLP Senior Management Team, and in his time as a senior manager has mentored others, been a key contributor to aspiring leaders and provided guidance and advice on operational matters.

Australian Corrections Medal (ACM)

Tasmania

Ms Alison Ann McIntyre

For distinguished service as a member of an Australian correctional service.

Ms Alison McIntyre has recently retired as a correctional supervisor at the Tasmania Prison Service (TPS). During her 19-year career with the TPS, Ms McIntyre has worked in many roles including as a correctional officer, correctional supervisor and superintendent, and has worked across various prison sites for the TPS.

Throughout her career in the TPS, Ms McIntyre has always been involved in operational services working directly with prisoners. She has daily and varied interaction with prisoners, whether she is working diligently to support them in crisis or assisting them through the rehabilitation and reintegration process. She is often engaged in handling prisoner incidents as well as the disciplinary processes of prisoners to ensure an efficient and consistent approach with prisoners. At Mary Hutchinson Women's Prison she has led teams as a correctional supervisor and superintendent and played a vital role in leading her team through the COVID-19 pandemic.

Ms McIntyre emphasises the importance of respectful relationships with prisoners and ensuring the dignity of incarcerated persons. Her trauma-informed practice has significantly reduced the impact of suicide and self-harm for prisoners and staff. She demonstrates genuine care and leadership with both staff and prisoners. She has built a reputation as a reliable and caring individual who brings a positivity to her work and encourages others to do the same.

Ms McIntyre manages to balance the many aspects of being a correctional officer, from working face-to-face with prisoners, to administering processes and ensuring the efficiency of her team. Her leadership style has enabled officers to have confidence in their case management approach to correctional practice and contributed to breaking down barriers in professional prisoner and officer relations as well as improving prisoner engagement in rehabilitation. Ms McIntyre meets challenges with an unwavering determination to be the best she can be and motivating her team to do the same.

Australian Corrections Medal (ACM)

Australian Capital Territory

Mr Gary Ian Hamblin

For distinguished service as a member of an Australian correctional service.

Mr Gary Hamblin has provided 15 years of distinguished service to ACT Corrective Services (ACTCS) and the ACT community, where he is known for his respectful, professional conduct towards both staff and detainees. Mr Hamblin, who commenced with ACTCS in 2009 and currently holds the substantive position of senior director of the Court Transport Unit, has played an instrumental role in improving the safety and security of correctional officers and detainees through successfully advocating for oleoresin capsicum (OC) canisters to be included as personal protective equipment for officers within the ACT court precinct.

Mr Hamblin is noted to make a conscious effort to interact with offenders as they come through the ACT Courts. The CTU provides in-court support, escorting people between court cells and courtrooms, and great care is taken for the welfare of offenders, some of which may be greatly distressed, experiencing poor mental health or varying degrees of intoxication. Mr Hamblin has also engaged with the ACT judiciary on issues concerning the conveyancing of detainees, including transport arrangements for prisoners at risk of self-harm, and secured changes that have improved the safety of both Corrective Services staff and offenders.

Mr Hamblin has successfully sought infrastructure changes to the ACT Supreme Court rooms as an additional aid to his staff in keeping offenders safe and secure. He conducts himself with upmost integrity and he is committed to supporting, guiding and mentoring staff of the Court Transport Unit. Mr Hamblin is the epitome of an outstanding senior director.

Australian Intelligence Medal (AIM)

Federal

Ms Hazel Bennett

For distinguished service to the National Intelligence Community.

Details not available.

Australian Intelligence Medal (AIM)

Federal

Mr Geoff G

For distinguished service to the National Intelligence Community.

Details not available.

Australian Intelligence Medal (AIM)

Federal

Mr Stephen McGlynn

For distinguished service to the National Intelligence Community.

Details not available.

Australian Intelligence Medal (AIM)

Federal

Mr Jonathan Olrick

For distinguished service to the National Intelligence Community.

Details not available.

Australian Intelligence Medal (AIM)

Federal

Mr Michael Tink

For distinguished service to the National Intelligence Community.

Details not available.

Australian Intelligence Medal (AIM)

Federal

Ms Kristin W

For distinguished service to the National Intelligence Community.

Details not available.