

## **Public Service Medal (PSM)**

### ***Federal***

**Ms Philippa Jane Brown**, Mawson ACT 2607

For outstanding public service in fiscal policy leadership.

Ms Philippa Brown's leadership and drive in complex and demanding fiscal policy work and her attention to detail is exemplary. Ms Brown navigates challenges, maintains staff morale and drives innovation in budget processes, enabling her to lead the Department of the Treasury in its delivery of successive budget updates.

Ms Brown provided collaborative leadership and led teams under time pressures, including acting at short notice as the deputy secretary in the Fiscal Group for the 2024-25 Budget. The budget process exceeded expectations, with multiple key budget products delivered earlier and at lower risk compared with recent budgets.

Ms Brown also led the development and delivery of the JobKeeper program during the COVID-19 pandemic. The JobKeeper program maintained critical connections between firms and employees creating decreased levels of unemployment and reducing damage to the Australian economy and community.

## **Public Service Medal (PSM)**

### ***Federal***

**Ms Bina Chandra, ACT**

For outstanding public service in the delivery of property outcomes, both nationally and internationally.

Through her dedication and expertise within the Overseas Property Office, Department of Foreign Affairs and Trade (DFAT), Ms Bina Chandra has responded to the property needs of more than 2,500 Australians working for DFAT, as well as other Australian government agencies overseas.

Ms Chandra has successfully delivered complex construction projects in remote, challenging environments. She has been instrumental in ensuring that Australia has safe, secure and reliable property services for the Commonwealth non-Defence estate overseas - including chanceries, and Head of Mission and Head of Post residences.

Ms Chandra has been responsible for the strategic planning of major projects including an embassy project in Bangkok, a major construction in Kabul, the Paris International Energy Agency project and the Yangon chancery relocation project, as well as the Port Moresby annex project.

Her ability to methodically identify potential problems and implement mitigation measures has ensured the delivery of project outcomes that advance Australia's foreign affairs and trade objectives, whilst improving the safety of Australian personnel serving overseas.

Ms Chandra's commitment to her work and outstanding leadership to staff demonstrates the highest professional and ethical standards.

## **Public Service Medal (PSM)**

### ***Federal***

**Ms Robin Edmonds, ACT**

For outstanding public service for the co-founding of the Australian Public Sector Neurodiversity Community of Practice.

Ms Robin Edmonds is an advocate and change agent for the full participation of neurodivergent people in the Australian public sector.

In August 2022 Ms Edmonds co-founded the Australian Public Sector Neurodiversity Community of Practice, which in its first year had over 300 Australian Public Service (APS) staff from 30 agencies. She then led the design and launch of the Public Sector Neurodiversity Community of Practice GovTEAMS Community, allowing sharing of resources, initiatives, and consultation opportunities across the public sector. The community now connects over 1300 members from more than 150 agencies across Federal, State and Territory governments.

Whilst chair of the Department of the Prime Minister and Cabinet's Ability Network over a two year period, Ms Edmonds ensured new opportunities for diverse staff to be included in the network and the APS by creating flexible committee roles, and offering a graduate co-chair mentorship arrangement, to encourage junior staff members to engage with the network.

Ms Edmonds campaigned for recognition of World Autism Awareness Day. This featured senior leaders in awareness-raising campaigns to boost the profile of neurodiversity inclusion in the APS.

Ms Edmonds jointly led the campaign to advocate for the design and implementation of an APS Employee Census question on experiences of neurodiversity in the APS, introduced in 2023. This data will assist the APS to understand representation of neurodivergent people, across all levels.

Through the Australian Public Sector Neurodiversity Community of Practice, Ms Edmonds is advocating for positive change, with a vision of making the Australian public sector the employer of choice for neurodivergent people.

## **Public Service Medal (PSM)**

### ***Federal***

**Dr Bridget Gilmour-Walsh, ACT**

For outstanding public service in the development of new legislative regulation on vapes.

Dr Bridget Gilmour-Walsh was instrumental in the development of world-first legislative reform on vaping, in line with the Australian Government's pledge to reduce smoking and vaping rates.

Translating the Australian Government's goals into effective legislation entailed a huge body of work across legislative design, regulatory policy and stakeholder engagement and were conducted in a challenging environment.

Dr Gilmour-Walsh worked in collaboration with her small team, and other Commonwealth, state and territory health and police agencies, and peak industry and advisory groups, on the design and development of the reforms, which included multiple changes to primary and subordinate legislation.

The reforms provide a strong legal framework that ensure the Commonwealth, states and territories will have greater powers to investigate and seize unlawful vapes and share information across jurisdictions.

The significance of these legislated changes will have a lasting positive impact on the health of Australians, particularly children and young adults, who are especially vulnerable to the negative health impacts of vaping.

Dr Gilmour-Walsh has displayed dedication, and willingness to collaborate to achieve results. She epitomises the values of public service, by delivering an expert eye to detail, and to finding solutions, whilst responding to timelines.

## **Public Service Medal (PSM)**

### ***Federal***

**Ms Lehetta Lane-Porter, NSW**

For outstanding public service for work with Aboriginal and Torres Strait Islander students at the Kirinari Newcastle Hostel.

Ms Lehetta Lane-Porter has been instrumental in supporting First Nations students to succeed in school, complete Year 12 and move onto employment and training.

As Head of Boarding at Aboriginal Hostels Limited's (AHL) Kirinari Newcastle hostel, Ms Lane-Porter provides support and care for up to 12 Aboriginal and Torres Strait Islander high school aged students.

Ms Lane-Porter is an exceptional leader of a team which includes youth workers, cleaners, cooks and the Deputy Head of Boarding to provide 24/7 pastoral care. Through her innovative approaches she connects the students to cultural, sporting and social events to build the student's confidence, self-identity and community connections.

She creates a culturally safe home away from home, where students feel respected and proud of their heritage. Her efforts result in students embracing life at the hostel, engaging in school and achieving goals.

Ms Lane-Porter is a mentor and role model for AHL's other Heads of Boarding across Australia, who support up to 116 Aboriginal and Torres Strait Islander students each year. She encourages student's annual participation in the Boots for Bright Futures campaign, working with Australian National Rugby League clubs to paint footy boots for auction to raise money for the fight against youth suicide. Ms Lane-Porter has played a leading role in AHL's year 12 graduation and camp for 70 students from Thursday Island, the Northern Territory and New South Wales.

Ms Lane-Porter is an inspirational leader who has shown innovation and excellence in service. Her dedication and personal commitment to ensuring the young men in her care succeed in school and life is exceptional.

## **Public Service Medal (PSM)**

### ***Federal***

**Mr Vito (Vic) Mazzone**, Niddrie VIC 3042

For outstanding public service in the introduction of taxation and superannuation teaching resources into the Australian school curriculum.

Mr Vic Mazzone led the Australian Taxation Office's (ATO) partnership with the Australian Curriculum and Assessment Authority (ACARA) to have the teaching of tax and superannuation included in the Australian Curriculum. This included the development of a curriculum resource devoted to improving financial literacy outcomes of young Australians leaving school.

Mr Mazzone's strategy included products that were simple and easy to teach acknowledging the existing pressure loads on teachers and constraints of school curriculums. Mr Mazzone adopted a collaborative approach with the teaching fraternity, which delivered superior outcomes, commissioned research and engaged with stakeholders to ensure he understood the industry and the needs of teachers and students. He sponsored innovative approaches which engaged students and provided valuable learnings and assets for the ATO.

His outcomes will have a lasting and positive impact on the tax and super systems but more importantly, on the lives of young Australians. This is especially the case for youth from disadvantaged backgrounds who would otherwise not have the opportunity to develop an understanding of the tax and superannuation systems, and the skills to enable them to confidently engage with the systems as they enter the workforce.

## **Public Service Medal (PSM)**

### ***Federal***

**Mr Andrew James Pfeiffer, ACT**

For outstanding public service for the co-founding of the Australian Public Sector Neurodiversity Community of Practice.

Mr Andrew Pfeiffer is an advocate and change agent for the full participation of neurodivergent people in the Australian public sector.

In August 2022 Mr Pfeiffer co-founded the Australian Public Sector Neurodiversity Community of Practice.

In May 2023, Mr Pfeiffer was appointed by the Minister for Social Services to the National Autism Strategy Oversight Council.

He also co-founded the Australian Taxation Office's Neurodiversity Network in 2021.

Mr Pfeiffer jointly led the campaign to advocate for the design and implementation of an Australian Public Service (APS) Employee Census question on neurodiversity in the APS, introduced in 2023. This data will assist the APS to understand representation of neurodivergent people across all levels.

He has advocated for neurodiversity in forums outside of the APS, to the benefit of the broader community. His TED talk at TEDxCanberra 2022 titled, Neurodiversity: the Untapped Competitive Advantage, focuses on the competitive advantages of hiring neurodivergent people.

Mr Pfeiffer is making a difference by increasing understanding of neurodiversity in the APS and the broader community.

## **Public Service Medal (PSM)**

### ***Federal***

**Dr Julie Quinn, ACT**

#### For outstanding public service in the management of biosecurity risks.

Dr Julie Quinn has delivered outstanding service to Australia's environment through her contribution to tackling some of the worst invasive species and diseases that are threatening Australia's unique animals and plants.

Dr Quinn has achieved remarkable success in enabling a wide range of tools to be deployed to reduce the impact of feral cats, while minimising off-target impacts on native animals.

She has excelled in bringing together governments, businesses and interest groups in order to reduce the impact of feral cats on Australia's wildlife. Through her ability as a science communicator, combined with a respectful manner, Dr Quinn has supported representatives from all levels of government, Aboriginal and Torres Strait Islander people, farmers, landholders and animal welfare groups to engage in constructive feral cat control conversations.

Under her guidance and with her significant input, the Department of Climate Change, Energy, the Environment and Water have developed a Threat Abatement Plan for a wide range of the key threats, including in relation to feral cats, feral foxes, invasive carp, and controlling plant diseases such as *Phytophthora cinnamomi* also known as die back and Myrtle Rust.

Dr Quinn personifies merit in the public service. She has made an outstanding contribution to delivering outcomes for the Australian people and the environment through her effective leadership and communication skills, protecting Australia's precious natural environment.



## **Public Service Medal (PSM)**

### ***Federal***

**Mrs Michelle Ricks**, Jerrabomberra NSW 2619

For outstanding public service in leadership and delivering complex information and communication technology solutions in the delivery of Medicare services.

Mrs Michelle Ricks's instrumental leadership at Services Australia has improved the way Medicare provides its services and how medical expenses are claimed by Australians. Her commitment to building and maintaining capability, streamlining processes and modernising technology has enabled the agency's infrastructure to deliver continuous services for customers and minimise disruptions.

During the height of the COVID-19 pandemic, Mrs Ricks was instrumental in successfully improving myGov, a secure online portal consolidating government services, to support 500,000 concurrent users and the integration of the COVID-19 Digital Certificate into state-based check-in applications. Her expertise and support to Australian Government funded aged care services, state governments, hospitals, front line services and airports pioneered a seamless way to validate COVID-19 vaccination status, provision of protective equipment, workforce support, and cost reimbursement.

Mrs Ricks is known for her dedication to excellence and commitment. Her significant contributions to delivering positive outcomes for the agency, government and the Australian public, will be long-lasting in increased services.

## **Public Service Medal (PSM)**

### ***Federal***

**Ms Sarah Corinna Samios**, Aranda ACT 2614

For outstanding public service in establishing the Administrative Review Tribunal.

Ms Sarah Samios was responsible for leading the most significant reform to Australia's merits review system in decades, the replacement of the Administrative Appeals Tribunal (AAT) with the Administrative Review Tribunal (ART).

The complex and multi-faceted reform involved many stakeholders and the coordination of numerous teams tasked with performing discrete but interrelated functions. Ms Samios led the extensive engagement to provide advice to government, stakeholders, AAT members and staff, Commonwealth government departments and the public.

Under her exceptional leadership, the Administrative Review Taskforce embarked on the sizeable task of recruiting every statutory appointment to the ART from the president through to the members. In all, 17 panels were convened, and 482 appointments and reappointments have been made since 1 January 2023.

These reforms were accomplished in a compressed period and to an extraordinary standard. It was an onerous and challenging responsibility, requiring extraordinary skill, patience, and drive, which Ms Samios demonstrated every day.

Ms Samios's strong leadership, sharp intellect and continued focus on the people at the centre of the reforms drove this work and ensured its successful delivery. Through her personal efforts, her management of her team and her collaborative work, Ms Samios worked tirelessly on all aspects of the reform across the two-year period. During that time she exemplified the best qualities of a Commonwealth public servant.

## **Public Service Medal (PSM)**

### ***Federal***

**Ms Clare Daphne Sharp, ACT**

For outstanding public service in leadership of the Department of Home Affairs' Legal Group.

Ms Clare Sharp was at the centre of ensuring appropriate and comprehensive advice to the Australian Government on the legality aspects of migration policy.

Leading the Department of Home Affairs through amendments to Australia's migration settings, Ms Sharp drove legislative reform and helped design and implement new frameworks which addressed changes to migration policy whilst balancing broader community considerations. Her communication, resilience, adaptability and integrity ensured that solutions were found to a set of complex issues in a manner that valued people and all stakeholders engaged in the process.

Her meticulous preparation for each challenge, and leadership of the broader operational teams ensured an orderly and professionally managed approach to a period of change.

Ms Sharp has displayed outstanding leadership, unwavering dedication to her role as general counsel, and commitment to fostering a positive impact within the organisation and the broader public service community.

## **Public Service Medal (PSM)**

### ***Federal***

**Ms Anita Lee Summers, QLD**

For outstanding public service in leadership, program delivery and management in relation to services for Aboriginal and Torres Strait Islander peoples.

Ms Anita-Lee Summers was instrumental in improving connections between Services Australia and Aboriginal and Torres Strait Islander peoples, communities, organisations and staff.

Her excellence in program management and her ability to drive change is evidenced by the launch of Services Australia's first ever Statement of Commitment to the Closing the Gap Implementation Plan.

Ms Summers was the driving force in developing, implementing, and growing the agency's strengths-based cultural principles, and applying Aboriginal and Torres Strait Islander ways of thinking, knowing, being and doing.

Her leadership and advocacy on the Closing the Gap Implementation Plan, Statement of Commitment, Indigenous Service Design Standards, the whole of agency Baseline mapping survey and re-imaging the National Indigenous Coalition, ensured the agency delivered real change that improves the life outcomes of Aboriginal and Torres Strait Islander peoples.

Ms Summers' extensive contribution will continue to make a change in Services Australia's story of transformation, and how the agency designs programs and interacts with Aboriginal and Torres Strait Islander customers.

## **Public Service Medal (PSM)**

### ***Federal***

**Mr David Robert Turvey**, Chifley ACT 2606

For outstanding public service in establishing the National Skills Commission and subsequently the formation of Jobs and Skills Australia.

The establishment of the National Skills Commission (NSC), recommended in the November 2018 Review of Australia's Vocational Education and Training (VET) System, was accelerated given the labour market impacts of the COVID-19 pandemic. Mr David Turvey was instrumental in bringing various branches of the former Department of Education, Skills and Employment together and building new capability to establish the NSC, as well as driving key labour market analysis and advice to the government during the height of the pandemic. Mr Turvey also led the establishment of Jobs and Skills Australia (JSA) in 2022, which had a similar but broader mandate to its predecessor, the NSC.

Mr Turvey's exceptional ability to build links across key stakeholder groups and government agencies and departments was key to the success of both the NSC and JSA, both of which have had a positive impact on the workforce and skills landscape.

The initial establishment of the NSC and the transition to JSA came with a significant degree of organisational and leadership change, including the introduction of new legislation, and a subsequent legislative amendment, along with the appointment of an interim, and then a permanent commissioner and deputy commissioners.

Mr Turvey's dedication to navigating and implementing change showcases his ability to support and lead his peers and staff. His unwavering support for diversity and inclusion has fostered an environment where all voices are heard, valued, and embodies the absolute best values of the Australian Public Service.

## **Public Service Medal (PSM)**

### ***Federal***

**Ms Kylie Wright, ACT**

For outstanding public service in the establishment of the Australia, United Kingdom and United States licence-free environment.

Ms Kylie Wright led and delivered trilateral legislative and policy reform to establish and optimise technology transfer and information sharing between Australia, the United Kingdom and the United States (AUKUS).

Her remarkable ability to bridge complex political systems of Australia and the United States has been crucial in ensuring the removal of barriers to technology transfer and information sharing.

Ms Wright's advocacy and ability to persuasively work with her counterparts has ensured support for the licence-free environment. The trilateral negotiations led by Ms Wright assured partners that the framework and amendments to Australia's export controls would meet United States and United Kingdom requirements and meet delivery timeframes.

The AUKUS licence-free environment marks a generational transformation that will reduce barriers, protect Australia's critical technologies and capabilities and opportunities for greater research and industrial collaboration amongst the AUKUS nations. Australian industry and technology collaboration will deliver at the speed and scale required to meet Australia's challenging strategic circumstances in strengthening security.

Throughout this process, Ms Wright demonstrated collaborative leadership, coordinating across diverse industry, government and international stakeholders.

## **Public Service Medal (PSM)**

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

**Ms Louise Janet Barnott-Clement, NSW**

For outstanding public service to public education in NSW.

Ms Louise Barnott-Clement is the principal of Ambarvale High School (AHS) located in South-West Sydney. She is broadly recognised for her outstanding and compassionate leadership of a culturally diverse school community of families who experience significant financial disadvantage. She has an unwavering focus on equity and inclusion for every student and is also a dedicated mentor of future leaders in the education sector.

Ms Barnott-Clement relentlessly seeks opportunities for her students to engage in experiences that ensure lifelong learning, which foster future career development. Students are offered such courses as barista training, White Card and first aid training, exposure to musical performances, camps and trips – all experiences which would be financially out of reach for many of the members of the school community. She has created a bespoke whole school student leadership program which identifies and develops students, and gives them access to a platform of leadership programs within and beyond the school. This program not only enhances students' career readiness, but also builds students' confidence and resilience, whilst strengthening community ties.

A dedicated mentor, Ms Barnott-Clement has been instrumental in the development and implementation of the Camden Network Aspiring Leaders initiative with over 100 identified staff engaging in leadership development professional learning. She is frequently called upon to support her principal colleagues in managing complex issues and with day-to-day school operations. Ms Barnott-Clement willingly shares her knowledge with colleagues to build their capacity and with her support and guidance many of these staff members have themselves moved into leadership positions.

Ms Barnott-Clement has a passion for public education and the role it can play in breaking the cycle of disadvantage and changing the career and life trajectory for disadvantaged students. Through her exceptional leadership and dedication, AHS positions students for a successful, happy and fulfilling life as a productive member of the community.

## **Public Service Medal (PSM)**

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

**Dr Srinivas Bolisetty**, Burwood NSW 2134

For outstanding public service to NSW health particularly in neonatal services.

Dr Srinivas Bolisetty is the medical clinical co-director and senior staff newborn specialist (neonatologist) for the Royal Hospital for Women's neonatal services caring for fragile sick babies from as young as 22 weeks gestation. Dr Bolisetty's work as a specialist neonatologist covers multiple domains, including patient care, research, clinical governance and innovation, leadership and training.

Dr Bolisetty is not only an outstanding clinician serving and leading one of the largest neonatal intensive care units in NSW, he is also recognised for his work in Neonatology at the state, national and international levels. He is an experienced researcher leading projects that inform and change future practice.

Through his passion for quality improvement, Dr Bolisetty developed consensus guidelines across Australia and New Zealand to parenteral nutrition preparation for very premature babies. This work also resulted in suppliers developing standardised solutions distributed at a lower cost across Australia. This approach is now a well-accepted practice in Australia and New Zealand and has also been adopted in Singapore, Malaysia, Israel, Europe, United States of America, and India. Another key achievement has been Dr Bolisetty's initiation of the Australasian Neonatal Medicines Formulary (ANMF) collaboration and his role as Chair of since 2013. This has resulted in evidence-based consensus drug formularies for Australasia and beyond and had led to standardised prescribing and administration protocols and procedures in neonatal medications.

Dr Bolisetty is a dedicated mentor and educator. He has brought contemporary thinking to standardising neonatal care and creating robust systems to improve clinician engagement and ensure patient safety. Dr Bolisetty has dedicated the entirety of his medical career to public service. His achievements have had a profound impact on individual patients and the health system globally.



## **Public Service Medal (PSM)**

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

**Mr Maxwell Thomas Eastcott-Layton**, Bingara NSW 2404

For outstanding public service to local government and the Gwydir Shire.

Mr Maxwell Eastcott-Layton has dedicated 50 years to serving local government throughout NSW, commencing with roles at Sydney councils then moving to Byron Bay Council and finally Gwydir Shire Council in the New England region where he has served as the general manager since 2001. In all these roles he has gone above and beyond what would normally be expected and has been a change agent in the local government sector.

Mr Eastcott-Layton is a leader who empowers others to effect positive outcomes for the communities he has served. A key achievement was the successful amalgamation of the Yallaroi, Bingara and part Barraba Shire Councils into the Gwydir Shire Council in 2004. Through transparent leadership and open consultation with stakeholders.

Under his leadership, Gwydir Shire Council is a responsive and committed community focussed organisation. Key projects led by Mr Eastcott-Layton include The Living Classroom, a regenerative agriculture model; establishing the Shire as a Registered Training Organisation for heavy vehicle qualifications and the Learn to Drive program; having the Myall Creek Massacre and memorial site included as a place in the NSW Heritage Register; and the refurbishment of the Roxy Theatre which had been closed since 1958 but now serves as a cinema, function and performing arts centre and resulted in the formation of the North West Theatre Company.

Education has been at the forefront of Mr Eastcott-Layton's tenure and he was instrumental in establishing the Gwydir Learning Region, a community-based learning organisation that partnered with local businesses, the University of New England, TAFE and local schools to enable hundreds of people to obtain qualifications to take up meaningful employment. Many of the alumni are the first of their family to obtain full time employment thus breaking a cycle of disadvantage in the region.

Mr Eastcott-Layton is an outstanding public servant and his work over five decades has had a meaningful and lasting impact on the community.

## **Public Service Medal (PSM)**

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

**Mrs Janice Eccleston**, Mount Druitt NSW 2770

For outstanding public service to NSW public education.

Mrs Janice Eccleston has served more than five decades in the public service, culminating in her current role where she has been the principal of Halinda School for students with special needs since 2005. This is complex work catering for highly disadvantaged students who exhibit challenging behaviours and disabilities that require substantial learning adjustments. Mrs Eccleston has shown unwavering commitment to and advocacy for special education that has elevated Halinda School into a model of educational excellence and inclusivity.

In this challenging role Mrs Eccleston has demonstrated a relentless pursuit to improve outcomes for vulnerable students and their families. She has been a passionate champion of the Disability Standards for Education to ensure equal participation in the curriculum for every student. She exhibits best practice in collaborative curriculum planning and her holistic approach prioritises inclusion and wellbeing.

Through her leadership, Halinda School teachers and staff participate in high impact professional learning, resulting in the development of a continuum of practice against the Quality Teaching Framework. Despite the challenge of being one of the most understaffed schools in the geographical area, the teachers under her leadership have sustained a professional learning culture of excellence.

Mrs Eccleston has created bespoke learning environments and life skills programs, including the highly successful Kitchen Garden and the mini-Woolworths store, which gives students learning opportunities in a functional real-world context. Robust transition plans are collaboratively developed and implemented to support older students to gain skills to participate in the workforce beyond school.

Mrs Eccleston's service history reflects not only longevity but a consistent commitment to educational excellence and leadership. She frequently surpasses expectations by dedicating her own time to support families and students and it is this level of care that has made a profound and transformative impact on the lives of thousands of vulnerable young learners.

## **Public Service Medal (PSM)**

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

**Mr Wayne Henry Jones**, Lennox Head NSW 2478

For outstanding public service to NSW Health particularly to emergency and disaster management.

Mr Wayne Jones has had a long and distinguished career with NSW Health for over 40 years. Mr Jones began his career as a nurse in 1982, working his way up to being appointed the chief executive of the Northern NSW Local Health District (NNSWLHD) in 2016. Following this role, in 2021 Mr Jones was appointed as deputy secretary for Patient Experience and System Performance where he played a key role in responding to the COVID-19 pandemic. Mr Jones currently serves as the state health services functional area coordinator (HSFAC), where he is responsible for leading emergency responses, including the 2022 flooding in the Northern Rivers and Hawkesbury regions. Additionally, during 2024 he held the role of acting commissioner for the NSW Mental Health Commission and provided exceptional leadership during this challenging transition period.

Throughout his tenure as the chief executive of the NNSWLHD, Mr Jones managed a workforce of over 5,000 staff. He was dedicated to delivering safe and high-quality health services and was a passionate advocate for Aboriginal health. He was also committed to improving health infrastructure with notable projects being the development of the new Tweed Valley Hospital, redevelopment of Lismore Base Hospital and the opening of Evans Head HealthOne along with various improvements to district hospitals in the region. During the COVID-19 pandemic, Mr Jones was integral in ensuring the strong performance of the NSW Health system, effectively navigating the unprecedented challenges posed by the pandemic.

As the state HSFAC, Mr Jones oversees all prevention, preparedness, response, and recovery actions in the NSW Health Plan. He represents all health services on the State Emergency Management Committee coordinating whole-of-government emergency management efforts. Mr Jones's contributions have had a profound and lasting effect on his colleagues, the community, and NSW Health.

## **Public Service Medal (PSM)**

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

**Mr Christopher Hugh Lawson**, Leichhardt NSW 2040

For outstanding public service to public transport in NSW.

Mr (Christopher) Hugh Lawson, currently the Head of Customer, Operations & Outcomes at Sydney Metro, was the Sydney Metro Project Director for the City & Southwest project from November 2018 to October 2024. Mr Lawson led the successful delivery of this second stage of the transformative Sydney Metro program. This program was one of the most complex rail infrastructure projects in Australian history and one of the largest single investments ever by the NSW Government.

The opening of the Sydney Metro City in August 2024 was an historic moment for public transport in Sydney and a significant achievement by Mr Lawson in the central role of Project Director. The project included 15.5km of twin rail tunnels, six new metro stations and major works, including new underground metro platforms, at existing stations.

The metro service has exceeded all performance targets and already carries more than 5 million passengers a month. The new line has received overwhelmingly positive feedback for its reliability and rapid connections across the city. In his role, Mr Lawson had to overcome numerous significant challenges including lengthy delays due to the COVID-19 pandemic, flooding, fires and industrial action which all threatened to disrupt the project. His clear vision, considered leadership approach, and collaboration was instrumental in overcoming these issues and allowed his team and industry partners to come together to mitigate delays of over 12 months and contractual claims worth billions of dollars.

Mr Lawson demonstrates exemplary public service ethos. Leading with calmness and transparency, he has openly shared lessons learnt from the delivery of Sydney Metro City with Sydney Metro's three projects currently in delivery for the benefit of the public. His service has had demonstrable and far-reaching positive impacts delivering a world-class piece of public infrastructure which will benefit the daily lives of millions of residents and visitors for generations to come.

## **Public Service Medal (PSM)**

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

**Ms Belinda Joy Mackinnon**, Kiama NSW 2533

For outstanding public service to TAFE NSW in the delivery of education and organisational leadership.

Ms Belinda Mackinnon is the executive director of Business Enablement at TAFE NSW. Over her 40 years at TAFE NSW, she has demonstrated an unwavering dedication to learners, teachers, and the communities she has served. As an educator, she has had a profound impact on guiding vulnerable learners with complex needs to build their confidence and develop their skills for the workforce. As a leader, she has driven some of TAFE NSW's most complex and transformational programs resulting in improved efficiencies as well as enhanced staff culture.

As the regional general manager of TAFE NSW's South Region, Ms Mackinnon played a pivotal role in bringing the Illawarra and Riverina institutes together as a cohesive entity. In less than a year, she led a remarkable turnaround in the organisation's culture, morale, and financial position ensuring the region delivered on its mission and purpose.

Most recently, Ms Mackinnon has led the Education Technology Ecosystem implemented by TAFE. Through this program, she has driven technological, system, and process improvements to deliver a more seamless and enriching educational experience for TAFE NSW's 400,000 learners and 10,000 teachers. Her expertise enabled the program's scope to be expanded to encompass all major student management, enrolments, academic management, learning management, and asset management systems.

Ms Mackinnon's achievements exemplify the spirit of public service, embodying a deep and enduring commitment to the people and communities she serves. Her work is woven into the lives of countless students and educators who have been inspired and empowered by her. She is a respected role model, and her legacy is evident at every level of TAFE NSW. Ms Mackinnon's remarkable contribution has assisted TAFE NSW in becoming a resilient organisation prepared for future challenges.

## **Public Service Medal (PSM)**

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

**Ms Anne Catherine O'Neill, NSW**

For outstanding public service to NSW in the area of medical research and innovation.

With over 25 years of dedicated service to NSW Health, Ms Anne O'Neill has played a pivotal role in enhancing medical research capacity in the state, raising the profile of NSW research and development nationally and internationally. Her work has advanced the translation of the state's science and engineering capabilities into impactful health products and skills which benefit the public.

Her leadership has been instrumental in establishing the NSW Medical Devices Fund (MDF) which supports the development of new medical technologies. Under her guidance, the MDF significantly improved the uptake of innovative, cost-effective technology by the health system, generating a large amount in returns, expanding employment in supported companies and providing more than 1.6 million medical device units into the global market, directly contributing to patient outcomes. This proven model has now been adopted as a blueprint for other government programs such as the NSW Physical Sciences and NSW BioSciences Funds.

Ms O'Neill also established the successful NSW Health Commercialisation Training Program which provides entrepreneurs with the tools needed to bring their innovation to market, whilst importantly retaining employment in the NSW health system. Another key achievement has been her role in attracting early-phase international clinical trials to Australia, thereby securing investment and giving patients earlier access to innovative devices and therapies. Her work has radically improved the speed and efficiency of clinical trials, cementing NSW's competitive edge in this area.

Ms O'Neill is a champion for diversity in the science, technology, engineering and mathematics sector and is a dedicated mentor supporting women in health and medical research. Her pioneering work continues to inspire and empower the next generation of innovators in the crucial field of medical technology to drive positive health outcomes. Her achievements have had an immense impact on the state of NSW and exemplify the highest standards of public service.

## **Public Service Medal (PSM)**

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

**Mr Rafael Pedroza**, Bowral NSW 2576

For outstanding service to national parks and wildlife in the Southern Highlands region of NSW.

Mr Rafael Pedroza is a senior project officer with the NSW National Parks and Wildlife Service (NPWS). He has over 30 years of experience in natural resource and protected area management.

Mr Pedroza's work has had a substantial impact on the Southern Highlands region in particular on lands which were previously significantly degraded. He established the Southern Highlands Flora Reserves Stakeholder Working Group which brings together community and government and benefits both people and environment. His leadership has seen a shift in entrenched views on appropriate recreational uses across these reserves and has successfully drawn attention to the importance of environmental and cultural values across boundaries. This work has enhanced the protection and management of the local environment and supported improved visitor opportunities as well as efforts contributing to koala conservation and habitat restoration.

Mr Pedroza's leadership of strategic fuel reduction prior to the 2019-2020 bushfires played a pivotal role in minimising the impact in the Southern Highlands and surrounding region. He also coordinated the critical supply of key welfare requirements to isolated landowners. He has made significant contributions to fuel reduction for in excess of two decades, contributing to the protection of property and the environment. Mr Pedroza shares his knowledge as a NPWS fire trainer and assessor to build capacity of new firefighters.

His implementation of tenure-blind aerial pest control has resulted in the successful removal of thousands of feral animals across the Southern Highlands region. His leadership has improved the understanding, perception and acceptance of aerial pest culling, which has historically been misunderstood. This far-reaching initiative now sees the involvement of more than 50 rural landowners and various state government stakeholders integrated to better target pest populations across the landscape in the protection of native flora, fauna and endangered species.

Mr Pedroza's dedicated service has had a lasting impact on the Southern Highlands environment and community. His work has also enabled NPWS to establish a best practice model for government agencies working with stakeholders in the establishment and management of public lands.

## **Public Service Medal (PSM)**

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

**Ms Fiona Towers**, Lane Cove NSW 2066

#### For outstanding public service to economic regulatory reform in NSW.

Ms Fiona Towers has been at the leading edge of economic regulatory reform in NSW and Australia through her distinguished 32-year career at the Independent Pricing and Regulatory Tribunal (IPART). Throughout her career IPART has grown from fewer than 10 employees to over 150 employees. She is a highly regarded leader who consistently embeds a positive culture of achievement, loyalty and trust throughout the organisation.

She has been instrumental in the regulation and price setting process across all of the most essential services provided by government including electricity, gas, water, local government, public transport and freight rail. Ms Towers has contributed substantially to the intellectual rigour of IPART's work across these sectors and others. Her direct role in market reform in NSW has left a legacy which continues to benefit the people of the state through lower prices, improved services to consumers, and more efficient and sustainable business models.

Ms Towers helped pioneer IPART's transition from traditional price regulator to an organisation that has a key role in assisting governments to solve difficult problems. Her oversight has ensured that IPART takes an intellectually rigorous yet pragmatic approach to these difficult policy issues and she is frequently sought out as an expert by all levels of government.

Ms Towers has led innovative approaches to stakeholder engagement. She has built trusted relationships with regulated entities across a wide range of sectors which have been critical to the success of IPART and its reputation. Ms Towers is an outstanding public servant who demonstrates the highest standards of integrity, putting the public interest at the forefront of her work.



## **Public Service Medal (PSM)**

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

**Mr Brett Christopher Whitworth, NSW**

For outstanding public service to planning and the local government sector in NSW.

Mr Brett Whitworth is currently the deputy secretary of the Office of Local Government (OLG). He is an expert in land use and precinct planning and throughout his career of over 30 years, has played a pivotal role in guiding long-term thinking and planning for communities and industry across NSW.

His work has seen a positive transformation in the liveability of many regions in the state. Mr Whitworth was instrumental in strategic reform of the land use planning system introducing a new approach to identify precincts of strategic importance which had the potential to unlock housing, jobs, open space and support infrastructure including schools, transport and hospitals. His reforms have also reduced time for assessing planning proposals by almost 55%, speeding up the pipeline of future housing. An example of this is his work in enabling and guiding development of the first stage of the surrounding areas of the new Western Sydney International Airport.

One of his most significant achievements was leading the Housing Recovery Taskforce in the aftermath of the February 2022 Northern Rivers floods. Mr Whitworth coordinated a multi-agency effort to deliver emergency housing for displaced residents, fast tracking site selection, planning approvals and construction. His leadership resulted in temporary housing sites being operational within months, providing shelter and stability for hundreds of impacted families allowing them to remain in the region.

Under Mr Whitworth's leadership the OLG has implemented measures to improve financial sustainability and transparency in council operations. He has also enhanced the local government sector and council performance through monitoring and targeted interventions.

Mr Whitworth has dedicated his working life to serving the people of NSW with integrity. His work has had tangible and lasting outcomes for communities across the state positively impacting the lives of thousands of people.

## **Public Service Medal (PSM)**

**Victoria**

**Mr Natale Cutri**

### For outstanding public service in leadership and advocacy for people with disability

Mr Natale Cutri has provided outstanding public service and leadership within Victoria Police and across the broader Victorian public sector. As the current co-chair and founding member of the Victoria Police Enablers Network (VP Enablers)—an employee-led network of police, protective services officers, and Victorian public servants with lived experience of disability, as well as carers—he has championed advocacy, shared information, and delivered vital support for employees with disability.

Mr Cutri has influenced senior leaders by sharing his lived experiences as a person with a disability and the challenges he faces at the workplace and actively proposing solutions to improve accessibility for employees. His fearless leadership, role-modelling, and support for other employees with disabilities are contributing to shaping a new generation of leaders within Victoria Police and the public service. Mr Cutri's advocacy has resulted in Victoria Police prioritising accessibility principles in design of premises, processes, infrastructure, and systems at the new Victoria Police Centre. His engagement with senior leadership led to a decision to deliver a leadership capability uplift to all senior leaders in the organisation, which has had ongoing impact on the culture of the organisation. In representing the impact of barriers to accessibility experienced by people with disability Mr Cutri has become a leading advocate for change, improving inclusion, accessibility, and safety.

Mr Cutri's leadership of the VP Enablers network has made him a true role model for all employees with his can-do attitude. His advocacy and influencing skills have contributed to the network being a credible voice for employees and has supported people with disability across all areas of Victoria Police. Mr Cutri's ongoing commitment and collaborative approach have helped embed access and inclusion into the design of systems at Victoria Police, ensuring improvements to the employee experience are proactive rather than reactive.

## **Public Service Medal (PSM)**

### **Victoria**

**Mr Andrew Martin Fennessy, VIC**

For outstanding public service in modernising water infrastructure.

Mr Andrew Fennessy has made exceptional contributions to water management in Victoria, holding pivotal roles in the Victorian Public Service, including his tenure as the executive director of Statewide Infrastructure and Rural Projects from 2016 to 2024. His leadership in modernising water infrastructure, developing innovative policies, and fostering community engagement has significantly shaped the state's water sector.

Mr Fennessy's career is marked by transformative achievements, such as his leadership in the Goulburn Murray Water Connections Project, which modernised irrigation practices in northern Victoria, boosting agricultural productivity while conserving water and promoting environmental sustainability. His strategic oversight of the Victorian Desalination Plant contract integrated it into the state's water supply portfolio, enhancing resilience during droughts. He also played a critical role in implementing the groundbreaking 'Our Water Our Future' strategy in 2004, which laid the foundation for sustainable water management policies.

A hallmark of Mr Fennessy's service is his ability to address complex challenges through innovative solutions and inclusive collaboration. Following the 2022 floods, he led recovery efforts that prioritised infrastructure resilience and community support, ensuring swift recovery and strengthening public trust. His advocacy for Victoria's water interests at the Commonwealth level has further cemented the state's reputation as a leader in sustainable water management.

Mr Fennessy's work has profoundly impacted the Victorian community, enhancing water security and resilience for rural and urban areas. His dedication to stakeholder engagement and strategic leadership has fostered trust, inclusivity, and innovation within the water sector.

## **Public Service Medal (PSM)**

**Victoria**

**Ms Rachael Green**

For outstanding public service in family violence, sexual assault, and women's safety reforms.

Ms Rachael Green has had an exceptional 25-year career leading policy and reform for family violence, sexual assault, and women's safety within the Victorian Government. From her early work in the Department of Human Services in 2000 to her current role as the executive director of the Centre for Workforce Excellence, Ms Green has been at the forefront of transformative initiatives, shaping systems that provide critical support for women and families.

Ms Green's leadership has been instrumental in several landmark reforms. She was a key architect of the Common Risk Assessment Framework, which established a shared language and understanding of family violence across services, setting a global benchmark. During the Royal Commission into Family Violence, Ms Green's contributions were pivotal in shaping recommendations that guided a decade of systemic investment and reform. She also spearheaded the design and implementation of the Orange Door network and the Multi-Agency Risk Assessment and Management framework—two groundbreaking reforms that have transformed Victoria's response to family violence by improving service accessibility and collaboration across agencies.

In her current role, Ms Green leads the Centre for Workforce Excellence, driving a five-fold increase in the specialist family violence workforce and embedding family violence capability across 300,000 frontline workers. Her tireless advocacy has ensured that workforce reforms are underpinned by evidence-based professional pathways, significantly enhancing support for vulnerable Victorians.

Ms Green's profound impact extends beyond policy. Her unwavering commitment, collaborative leadership, and adherence to public service values have inspired a generation of public servants. By placing women's safety and family violence at the forefront of Victoria's social policy agenda, Ms Green has created a world-leading system of support, profoundly improving the lives of countless individuals and setting a standard for public service excellence.

## **Public Service Medal (PSM)**

### ***Victoria***

#### **Ms Lisa (Lill) Healy**

For outstanding public service in enhancing access to quality vocational training and employment.

Ms Lisa (Lill) Healy has been a leader in the Victorian Public Service since 2003, dedicating her career to advancing economic and social inclusion for all Victorians. As the deputy secretary of Skills and Employment, she has been instrumental in driving transformative reforms in the vocational education and training (VET) sector. Her leadership has been marked by an unwavering commitment to improving access to high-quality vocational education and creating sustainable pathways to inclusive employment for thousands of Victorians.

Ms Healy has been pivotal in implementing the recommendations of the 2019-20 Skills for Victoria's Growing Economy Review, strengthening the TAFE system, and championing innovative solutions to address skills shortages and workforce demands. She successfully led Victoria's negotiations for the new National Skills Agreement, securing funding and establishing a collaborative approach to vocational training. Her work ensured the alignment of education and training systems to build new capabilities across the workforce, addressing current and future skills needs.

A key achievement of Ms Healy's tenure is the establishment of the Office of TAFE Coordination and Delivery, a groundbreaking initiative that fosters collaboration and shared expertise among Victoria's 12 standalone TAFEs and four dual-sector universities. Ms Healy also played a central role in setting up the Victorian Skills Authority (VSA), ensuring its integration and relevance within the broader Skills and Training System. Her leadership and guidance as an ex-officio member of the VSA Advisory Board have been instrumental in shaping its early work and fostering enduring collaboration.

Ms Healy's contributions have transformed the VET sector, strengthening TAFE institutions and building a more inclusive and responsive employment system. Her work has positioned Victoria as a leader in vocational training and created lasting benefits for students, employers, and the broader community, ensuring a skilled and adaptable workforce for years to come.

## **Public Service Medal (PSM)**

### **Victoria**

**Mr Robert John Hortle, VIC**

For outstanding public service in industrial relations, workplace regulation, and fair employment practices.

Mr Robert Hortle has served as the inaugural commissioner of Wage Inspectorate Victoria, a new statutory authority established under the Wage Theft Act 2021. Drawing on extensive experience in Australian industrial relations and as a skilled regulatory practitioner, Mr Hortle has delivered exceptional outcomes for Victorians by fostering fair, safe, and productive workplaces. His tenure is marked by his pivotal role in establishing Wage Inspectorate Victoria as a leader in wage theft prosecution and workplace compliance.

Under Mr Hortle's leadership, Wage Inspectorate Victoria achieved Australia's first criminal wage theft prosecution, initiated over 20 new prosecutions, and implemented proactive compliance and education campaigns that have significantly raised public awareness. In the last financial year alone, these efforts led to 17 successful prosecutions, resulting in millions of dollars in fines and costs, including a significant amount of recovered long service leave entitlements for Victorian workers, and over 400 media stories with a potential reaching millions of people. His strategic use of media has amplified Wage Inspectorate's message, driving compliance and supporting workplace fairness.

Mr Hortle modernised and strengthened compliance and enforcement functions in child employment and long service leave areas. His work on recruitment, structural reform, and systems improvement provided a solid foundation for the statutory authority's success. Through his vision and innovation, the Wage Inspectorate has become one of Victoria's most effective and visible regulators.

Mr Hortle's contributions have had a far-reaching impact, directly benefiting employees, including working children, and employers across Victoria. His leadership has enhanced workplace safety, recovered significant monetary entitlements, and fostered a culture of accountability. By promoting fair employment practices, Mr Hortle's work has not only supported individuals but also strengthened trust in the Victorian workforce, leaving a legacy of fairness and integrity.

## **Public Service Medal (PSM)**

**Victoria**

**Mr Dean Micheal Lee**

For outstanding public service in the oversight and management of the Shrine of Remembrance.

Under Mr Dean Lee's stewardship, as CEO of the Shrine of Remembrance over the past nine years, the Shrine has entered a transformative era, becoming more accessible, inclusive, and innovative while maintaining its sanctity as a place of remembrance. Mr Lee's contributions include enhancing the Shrine's cultural relevance and resilience during major challenges such as the COVID-19 pandemic and the September 2021 anti-lockdown protests.

Mr Lee's leadership has been marked by innovation and dedication. He rapidly transitioned the Shrine's commemorative events to digital platforms during COVID-19, achieving over 698,000 views in the 2020–21 financial year, which ensured continuity of remembrance for veterans and their families during lockdowns. He spearheaded the Shrine's first-ever LGBTIQA+ veterans' service, demonstrating moral courage amid negative media coverage, and fostered broader community engagement by illuminating the Shrine in blue for Police Remembrance Day. These actions reflect his commitment to inclusivity and respect for all who serve.

Mr Lee's leadership extended beyond crisis management. He led the development of the Shrine's master plan and secured unprecedented government funding for infrastructure and visitor experience enhancements. His innovative exhibitions and educational programs, including engaging diverse cohorts such as First Peoples, women, and children, have expanded the Shrine's audience and deepened public understanding of service and sacrifice.

Mr Lee's impact has been profound, elevating the Shrine as a cornerstone of Victoria's cultural and commemorative landscape. His calm, decisive leadership during the 2021 protests unified the community and protected the Shrine's sanctity. Through his vision, the Shrine now serves as a dynamic and inclusive institution that honours veterans while engaging with broader societal narratives.

## **Public Service Medal (PSM)**

### **Victoria**

#### **Ms Peta McCammon, VIC**

For outstanding public service in reforms in disability services and family violence prevention.

Ms Peta McCammon has dedicated her public service career to empowering Victoria's most marginalised communities. Rising from a graduate to a leader of critical social reform initiatives, Ms McCammon has consistently demonstrated a person-centred, informed, and intelligent leadership style. Her work has transformed decision-making and service delivery processes to prioritise the needs of clients and service users. Additionally, Ms McCammon has been a trailblazer in navigating and excelling within the often male-dominated field of government finance.

Ms McCammon has been instrumental in driving transformative reforms that have reshaped key sectors in Victoria. Her contributions to the establishment of the disability sector during the rollout of the National Disability Insurance Scheme and the implementation of Victoria's response to the Royal Commission into Family Violence are hallmark achievements of her career. As an associate secretary at the Department of Justice and Community Safety, she oversaw critical policy areas such as youth justice and service delivery reform. Her previous leadership roles at the Department of Premier and Cabinet, the Department of Treasury and Finance, and the Department of Human Services further highlight her breadth of expertise.

Ms McCammon's leadership is distinguished by her ability to inspire collaboration and her strategic vision for systemic improvement. Through her efforts, significant progress has been made in family violence prevention, children and families initiatives, and disability services. Her innovative approach to reform has resulted in more efficient service delivery, improved outcomes for vulnerable Victorians, and an enduring focus on fairness and justice.

Ms McCammon's contributions have left a profound impact on her organisations and the communities they serve. Her work has improved lives, shaped a more equitable society, and set new standards in public service excellence. Ms McCammon's enduring legacy is her unwavering commitment to empowering the most vulnerable and fostering a culture of inclusion and integrity.



## **Public Service Medal (PSM)**

### **Victoria**

#### **Ms Marlene Kay Morison, VIC**

For outstanding public service in improving outcomes for people in custody and offenders in the community.

Ms Marlene Morison has dedicated over 30 years to enhancing outcomes for people in custody and offenders in the community, pioneering modern corrections practices. As a psychologist, she played a pivotal role in designing and commissioning Victoria's first therapeutic treatment-focused prison, a globally recognised model that led to the widespread adoption of the Offender Management Framework in Victoria. As Queensland's first female commissioner for Corrective Services and formerly deputy commissioner in Victoria, Ms Morison's innovative approaches to offender management and advocacy for Aboriginal and Torres Strait Islander prisoners have transformed correctional practices.

Ms Morison's commitment to human rights and rehabilitation has driven the implementation of therapeutic approaches that integrate clinical, educational, vocational, and mental health support within correctional settings. Her leadership includes the operational model for the Western Plains Correctional Centre, prioritising rehabilitative outcomes, and the co-founding of Caraniche in 1993, providing essential psychological services to marginalised communities. These initiatives reflect her restorative approach, focusing on dignity, respect, and meaningful second chances for offenders.

Ms Morison's tenure has reshaped correctional culture, making rehabilitation and human rights core pillars of practice. Under her leadership, correctional environments have become safer, more humane, and more effective at reducing recidivism, contributing to a safer society. Ms Morison's influence extends beyond policy; she has mentored and inspired a new generation of correctional leaders, fostering a culture of empathy, inclusivity, and resilience.

Ms Morison's contributions have had lasting impacts, setting new standards for therapeutic practices and human rights in corrections. Her innovative approaches and commitment to cultural transformation within corrections have elevated the field, creating systemic change that will benefit individuals and communities for generations. Ms Morison's legacy embodies the principles of respect, social justice, and public service.

## **Public Service Medal (PSM)**

### **Victoria**

**Ms Lisa Jacqueline Saxton, VIC**

For outstanding public service in enhancing governance, integrity and reforms in the Victorian racing industry.

Ms Lisa Saxton has provided exceptional service to the Victorian Public Service for nearly 40 years, including 14 years of leadership in the Office of Racing. Known for her collaborative and respectful leadership style, Ms Saxton has exemplified public service values by fostering trust, respect, and accountability. Her work has significantly contributed to elevating the standards and sustainability of the Victorian racing industry, making her a pivotal figure in its development.

Ms Saxton has been instrumental in delivering reforms, including the establishment of the Victorian Racing Tribunal and the Victorian Racing Integrity Board, which have enhanced accountability and governance across the industry. Her leadership during the COVID-19 pandemic ensured the racing sector's operations continued safely through the implementation of biosecurity protocols. These efforts safeguarded the welfare of horses, protected thousands of jobs, and maintained industry stability in challenging circumstances. Ms Saxton is renowned for her ability to navigate complex challenges, offering pragmatic advice, innovative solutions, and fostering productive partnerships that have strengthened the industry.

Ms Saxton's contributions have had a profound and lasting impact on the Victorian racing sector. Her leadership has not only improved governance and integrity within the industry but has also established Victoria as a leader in the Australian racing landscape. Her dedication to collaboration and innovation has resulted in enduring partnerships, enhanced service delivery, and a strong reputation for ethical industry practices. Ms Saxton's legacy includes a safer, more accountable, and sustainable racing industry that continues to benefit the broader Victorian community.

## **Public Service Medal (PSM)**

### ***Queensland***

**Mr Peter Apostolos Delibaltas**, Ormiston QLD 4160

For outstanding public service in the delivery and access to legal services for disadvantaged Queenslanders.

Over a career spanning 35 years with Legal Aid Queensland (LAQ), Mr Peter Delibaltas has made a significant contribution to delivering and improving legal services for vulnerable Queenslanders.

Starting his career with the Public Defender's Office in 1990, Mr Delibaltas has represented many people in high-profile cases, particularly before the Supreme Court and appellate jurisdictions. His extensive legal experience, coupled with his leadership skills, saw him elevated to senior roles at LAQ including serious crime principal lawyer, director of criminal law services, senior director legal practice and senior executive director legal practice.

An innovative and transformational leader, Mr Delibaltas has successfully advocated for additional funding, organisational and justice system changes, which have benefitted LAQ's clients, staff and private lawyers who undertake legal aid work. He played a key role in implementing major Queensland justice system reforms at LAQ such as youth justice system reforms, including establishing LAQ's Youth Legal Advice Hotline and support programs and Mental Health Review Tribunal representation, including establishing in-house legal teams and external legal provider panels.

Mr Delibaltas supported the delivery of legal services for clients impacted by natural disasters, and for clients appearing before the Royal Commissions into Disability, and Defence and Veterans Suicide. He has contributed to First Nations initiatives at LAQ, helping to advance a graduate lawyer program and an equitable briefing program for barristers. During COVID-19 lockdowns, natural disasters, he was responsible for ensuring LAQ's essential services were delivered, supporting client needs and prioritising staff safety.

An authentic and motivational people manager who leads with empathy and humility, Mr Delibaltas regularly visits LAQ's 13 regional offices, where he meets with staff and stakeholders. After 35 years with LAQ, Mr Delibaltas continues to embody its values, diversity and culture and make a difference in the lives of many Queenslanders.

## **Public Service Medal (PSM)**

### ***Queensland***

**Associate Professor Carol Mary Douglas, QLD**

#### For outstanding public service in palliative medicine.

In her role as medical director of the Queensland Palliative Medicine Training Program, Associate Professor Carol Douglas is responsible for establishing the Queensland Palliative Medicine Training Program (QPMTP). In 2008, she recognised that there was a need for a highly skilled palliative medicine workforce in Queensland to meet predicted future increased demand, which included ensuring a well distributed specialist workforce across metropolitan and rural areas to ensure equity of access to palliative care services.

Associate Professor Douglas is a highly regarded leader of palliative medicine in Australia, serving as president of the Australia New Zealand Society of Palliative Medicine from September 2015 to September 2017; and as director of the Palliative and Supportive Care Service at the Royal Brisbane Women's Hospital (RBWH) 2005 and 2022. In addition to running a palliative and supportive care service in Australia's largest hospital and health service (HHS), Metro North HHS, she worked tirelessly to establish the statewide QPMTP from 2008.

By 2013, the QPMTP was incorporated into the Queensland Resident Medical Officer and Registrar campaign, after Associate Professor Douglas reached agreement with all palliative care directors across the state to integrate Palliative Medicine training. This resulted in an immediate increase in applications across the state and there has been steady growth year-on-year. Initial funding to increase the scope of the program was achieved in 2018, and in 2023, the QPMTP was recurrently funded by Queensland Health.

The QPMTP now recruits and offers training across more than 20 sites in Queensland. The program is responsible for training the next generation of specialist palliative care doctors in Queensland and assisting with expanding palliative care service delivery across the state. Associate Professor Douglas's work is far reaching, ultimately improving end-of-life care for patients, families and carers across Queensland and Australia.

## **Public Service Medal (PSM)**

### ***Queensland***

**Mr Nigel Alexander Miller, QLD**

For outstanding public service to child protection litigation in Queensland.

With more than 22 years of service in the Queensland Public Service, Mr Nigel Miller has experience across a range of fields, including the complex area of child protection litigation and public family law. Mr Miller's legal practice has specialised in child protection and related areas of law, involving best interests and direct instructions advocacy for children and young people. Mr Miller was a founding board member of the Child Protection Practitioners Association of Queensland, and in 2014 instigated the establishment of a child protection law specialist accreditation program in Queensland, by travelling to the United States of America, Canada, Switzerland, England and Scotland.

Mr Miller is Queensland's first director of Child Protection Litigation. In July 2012, the Queensland Government established a Commission of Inquiry to chart a road map for the state's child protection system. In establishing the director of Child Protection Litigation, Queensland became the first jurisdiction in Australia to create a professional separation between the investigation and assessment of child protection concerns on behalf of the state, and the decision as to whether or not a child protection order application should be made and the type of order that should be sought. This responsibility was then transferred from child safety to the independent statutory officer, the director of Child Protection Litigation, the position that Mr Miller currently holds.

Mr Miller, and his office, advocate for improved outcomes for children and families and provide greater accountability and oversight for child protection order applications proposed by the Department of Families, Seniors, Disability Services and Child Safety, by ensuring that applications filed in court are supported by good quality evidence, promoting efficiency and evidence-based decision-making.

Mr Miller, and his office, deliver world-class frontline services in the area of community safety by assisting the state's child protection activities as a key part of Queensland's innovative child protection litigation model.

## **Public Service Medal (PSM)**

### ***Queensland***

**Mr Peter Allen See**, Warwick QLD 4370

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

Mr Peter See has had a devoted public sector career, celebrating over 44 years of service in local and state government. His career started in 1978 as a cadet draughtsman for Brisbane City Council, advancing through various public sector roles before holding the director of Engineering Services role for a period of 17 years spread across Warwick Shire Council and Southern Downs Regional Council, Paroo Shire Council, and Quilpie Shire Council.

Mr See made outstanding contributions to the liveability in multiple communities, with career highlights including receiving approval from the Queensland Coordinator-General for the Environmental Impact Statement for the proposed Emu Swamp Dam and construction of stage two of the Warwick streetscape, as well as smaller streetscapes in Allora, Killarney and Stanthorpe.

Mr See's passion for community focused leadership lead to him taking on several critical roles, evident in his appointment as the local disaster coordinator, overseeing major flood events in December 2010, January 2011 and January 2013 in the Southern Downs region. As the technical committee chair of the South West Queensland Water and Sewerage Alliance, Mr See oversaw the Water and Sewerage Infrastructure Strategy for South West Queensland. This strategy was the first of its kind in Queensland, assessing the condition of water and sewerage assets while undertaking a regional prioritisation approach to replacing infrastructure.

Mr See has spent considerable time mentoring and supporting younger staff to assist in their professional development within all the organisations where he has worked.

## **Public Service Medal (PSM)**

### ***Queensland***

**Mr Andrew John Spina, QLD**

For outstanding public service to innovation in digital and service delivery in Queensland.

Spanning four decades, Mr Andrew Spina's career has profoundly shaped the state's technological landscape and elevated the breadth and efficiency of public services offered to Queenslanders. In esteemed roles, including chief information officer and deputy director-general, Mr Spina has been instrumental in spearheading government initiatives that have significantly enhanced service provision across 1,727,000 square kilometres to the public and government.

A visionary and trusted leader and advisor, Mr Spina has meticulously directed the development and implementation of key digital economy and service delivery strategies which have resulted in improved digital inclusion and service delivery outcomes serving more than four million people and nearly half a million small and family businesses.

Trusted for his governance of critical corporate and shared services, his oversight ensures the delivery of vital payroll, human resource, and financial systems and operations supporting 80,000 public servants. Under his stewardship, the critical digital infrastructure that supports agency operations and public service delivery across Queensland provides confidence in digital government services.

In the face of the COVID-19 pandemic's challenges, Mr Spina worked across all levels of government to swiftly deploy emergency response technologies to meet state priorities. Initiatives such as the 134COVID hotline and the Check-in QLD app were pivotal in the healthcare system's resilience and exemplified Mr Spina's unwavering commitment to community welfare.

Mr Spina's ongoing strategic role in disaster management and cyber security has been crucial to and is a testament of his dedication to ensuring Queensland's preparation, response and recovery in times of need. Mr Spina has continuously made a significant contribution to the digital and service delivery domains in Queensland. His exemplary leadership across decades of public service has left an indelible mark on digital and service delivery in Queensland.

## **Public Service Medal (PSM)**

### ***South Australia***

**Dr Paul Terence Dignam, SA**

For outstanding public service in SA Health as a consultant psychiatrist.

Dr Paul Dignam is a consultant psychiatrist who has served in public sector psychiatry for over 40 years, first in the adult sector and then since 2003 in the sub-specialty of Child and Adolescent Psychiatry. For almost 20 years he was the sole psychiatrist and clinical lead at Northern Child and Adolescent Mental Health Services (Northern CAMHS) and before that he was director of Psychiatry at Modbury Hospital for 14 years. He also provided services to Whyalla and Pt Augusta and to the APY lands. Dr Dignam has provided mental health care for some of the most vulnerable children and families living in the northern suburbs of South Australia

Through mentorship and education, he has elevated the standard of care received by patients through creating a skilled and compassionate workforce in CAMHS. He has played a role in breaking the cycle of mental illness and socioeconomic disadvantage for countless families. Dr Dignam has been a constant in the northern suburbs over the last 20 years and has been a beacon for staff and families navigating the challenging terrain of severe and complex mental illness. He leaves his legacy in the way he has shaped public mental health services in South Australia, and through the staff he taught and mentored.



## **Public Service Medal (PSM)**

### ***South Australia***

**Dr Lawrence Robert Palmer, SA**

#### For outstanding public service in Palliative Medicine

Dr Lawrence Robert Palmer has excelled in all his roles as both a public servant within SA Health and his roles in general practice. Dr Palmer was appointed the director of Palliative Care at Modbury Hospital in 2005. This was a new position requiring the development of a multidisciplinary and comprehensive palliative care service. During the seven years of this appointment, he not only built a well-respected service but also contributed to the wider hospital community by providing input into grand rounds, i.e. whole of hospital opportunities for education, and was a member of the Medical Advisory Committee and chairperson of the Hospital Transfusion Committee.

In the 2012 amalgamation of the two Specialist Palliative Care Services in the northern suburbs of Modbury and Lyell McEwin Palliative Care Services, Dr Palmer was appointed as the medical head of unit. Dr Palmer was a leader in this change process and his clarity of purpose, determination to succeed and overwhelming kindness and personal example provided the glue that ensured that this occurred with the minimum of disruption to patient service provision and distress for all staff to ensure the best outcome. At the biannual Northern Adelaide Palliative Care Services Memorial Service to honour patients who have died, he is sought out by many.

A humble, approachable, generous man with kindness and integrity to his core and a fierce determination that the most vulnerable of our society, and in particular those and their families facing the inevitability of death are supported to be as safe and comfortable as they can be, to live every day that is left as they would desire. Dr Palmer has a steely determination that puts patients at the centre of all care and decisions and is closely followed by care of current and future clinicians.

## **Public Service Medal (PSM)**

### ***South Australia***

**Associate Professor Catherine Margaret Swetenham, SA**

For outstanding public service in end of life care.

Associate Professor Catherine Swetenham has an impeccable reputation in the field of palliative and end of life care nursing in SA, Australia and internationally.

Recently awarded the title of Associate Professor at Flinders University, the president of Palliative Care Nurses Australia, Associate Professor Swetenham's work has resulted in significant service improvements in end-of-life care service delivery and experience for people at end of life. She developed an innovative model to introduce patients and families to palliative care in a safe and supported environment early in the referral process.

A daunting time for most, Associate Professor Swetenham steered the development of the Palliative Strategic Plan 2009-2016 as well as the development of an innovated model with SA Ambulance. This model enables paramedics out of hours to provide urgent symptom management to palliative care patients in their home. Associate Professor Swetenham has shared her experience into the aged care community, helping to translate palliative care services within this sector.

The impact of this work has been an improvement in symptom management at end of life for aged care residents and has resulted in a decrease in numbers of residents being transferred to acute hospitals when dying. This practice of transfer when a resident is dying is unnecessary and these improvements are enabling aged residents to die in peace in their home. From a policy and program perspective Associate Professor Swetenham has been a key lead in three strategic programs including the Voluntary Assisted Dying program, which safe implementation began in January 2023; the Care Navigation service, which builds a one stop place for people to get advice and assistance to access palliative care services; and a statewide bereavement service that enables all South Australians, at a time of deep loss, to access services that were not always affordable or easy to access.

## **Australian Police Medal (APM)**

### ***Federal***

#### **Assistant Commissioner Peter Barrington Crozier**

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

Assistant Commissioner Peter Crozier commenced in the Australian Federal Police (AFP) in 1987 and currently leads the AFP's Learning and Development Command. His service includes offshore operational deployments in Indonesia, the senior liaison officer to Singapore, secondment to the Counter Terrorism Command of the Metropolitan Police Service in the United Kingdom, the United Nations Australian Civilian Police in Cyprus and national deployments across Australia including long term attachments in Sydney and Canberra.

Assistant Commissioner Crozier has been and continues to be instrumental in deepening Australia's long-standing policing partnerships across the AFP's international network. Since 2015 he has been the AFP's senior officer leading the AFP commitment to the investigation of the downing of Malaysia Airlines flight MH-17, also known as Operation Arew. He has excelled in liaising with the Department of Foreign Affairs and Trade and with the Netherlands law enforcement and prosecution partners throughout the investigation and prosecution processes.

Assistant Commissioner Crozier led the Operation Alliance 'Australian' based team supporting the Indonesian National Police (INP) investigations of the Bali Bombings in 2002. This was the AFP's then largest, offshore operational deployment. Assistant Commissioner Crozier led the operational deployments of the Jakarta Operations Centre, post the JW Marriott bombing and has provided extensive operational leadership of the AFP's national and international counter terrorism operations over the course of his career including his secondment to the Metropolitan Police Service. Through his involvement in the Bali bombing investigations, he led the establishment of the Jakarta Centre for Law Enforcement Centre (JCLEC), to boost specialist counter terrorism policing capability for the region. Assistant Commissioner Crozier remains on the JCLEC Board and is actively engaged in supporting the operational and development programs being delivered. His outstanding leadership will leave a legacy that will remain for many years to come.

Assistant Commissioner Crozier also has extensive experience working with and supporting the community, demonstrated in his role as the Deputy Chief Police Officer for at ACT Policing between 2021 and 2023 in supporting the ACT through the COVID-19 lockdown. Assistant Commissioner Crozier has achieved 37 years of distinguished service, upholding the AFP's values of the highest order.

## **Australian Police Medal (APM)**

### ***Federal***

#### **Detective Leading Senior Constable Kylie Andrea Hemiak**

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

Detective Leading Senior Constable Kylie Hemiak joined the Australian Federal Police (AFP) in May 1994, where she performed various general policing roles, including in the Canberra City and Woden Station Operations teams, Diversionary Conferencing team, and the Community Crime Prevention & Education team. Her leadership abilities were recognised early and she undertook regular periods of higher duties, including extended periods managing the crime prevention programs where her passion for working with victims of crime and community organisations was recognised across the ACT Policing.

Detective Leading Senior Constable Hemiak went on to undertake investigative duties across several crime types, such as in counter terrorism (CT) and Italian organised crime. She further played a pivotal role as the AFP representative working with INTERPOL I-CAN to produce an online training module on the 'Ndrangheta'. She was also a pivotal member for Operations PENDENNIS and NEATH, which at that time were the largest domestic CT investigation conducted in Australia.

Detective Leading Senior Constable Hemiak is regularly amongst the first called upon to assist and coordinate the Family Investigative Liaison Program (FILO) aspect of local and international investigations across Australia. She has also assisted state policing agencies, and New Zealand Police, with the design and implementation of their own FILO programs. She was one of the lead FILO's during the Malaysia Airlines flight MH-17 investigation, coordinating and overseeing the return of victims through Melbourne airport and assisting with many of the subsequent official events.

Detective Leading Senior Constable Hemiak also managed the long term and incredibly complex investigation relating to the sudden death of an Australian citizen, who died overseas in 2016. This investigation required the coordination of resources at local, national and international levels. She in effect was the focal point for any query that covered not just the AFP, but the whole of the Australian Government response. Detective Leading Senior Constable Hemiak has demonstrated distinguished service over an extended period, upholding the AFP's values of the highest order.

## **Australian Police Medal (APM)**

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

#### **Inspector Charles Francis Agius**

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

Inspector Charles Agius joined the NSW Police Force (NSWPF) on 3 February 1998 and was stationed at Fairfield Police Station. In 2000 Inspector Agius conducted duties as a local fingerprint gatherer at Fairfield Police Station before transferring into full time forensics at Penrith Police Station in 2002. He was involved in many large, complex and high-profile crime scene investigations, including homicides, mass casualty events, terrorist related incidents, fatal fires, and illicit drug related operations.

In 2005 he deployed to Thailand to assist with the post mortem phase of disaster victim identification, assisting in an international response to the 2004 Indian Ocean earthquake and tsunami disaster. Inspector Agius was also the primary lead forensic investigator in an attempted murder of a woman in 2005.

In 2007 Inspector Agius transferred to Campbelltown Crime Scene Zone as a forensic investigator maintaining crime scene duties and the same year was promoted to a sergeant as a forensic supervisor. He went on to work as a forensic supervisor at the Parramatta and West Sydney Crime Scene Zones, and in 2010 obtained the Australian Forensic Science Assessment Body accreditation as an expert in forensic investigations, providing internal, external and national training. He was promoted to the rank of inspector as the zone manager of the Pemulwuy Crime Scene Zone in 2020.

He is an accredited National Authorities Testing Australia assessor, for accreditation of police facilities and forensic facilities nationwide. Inspector Agius is the current chair of the Crime Scene Proficiency Advisory Committee. He is also the chair of the Forensic Science Services Illicit Drug Analysis Unit Chemical Criminalistics Sub Committee, the chair of the Forensic Science Services Action Plan Sub Committee, the chair of NSWPF and Forensic & Analytical Science Service (FASS) Chemistry subcommittee, and a member of the NSWPF and FASS DNA Biology subcommittee. Inspector Agius currently also holds and manages the Drug Sampling Unit's lab operations and field drug testing portfolio, as well as maintaining partnerships nationally and internationally and the FASS liaison.

## **Australian Police Medal (APM)**

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

#### **Inspector Andrew James Brady**

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

Inspector Andrew Brady joined the NSW Police Force on 19 August 1994 at Burwood Police Station. In 1998, he transferred to the Forensic Services Group at the Inner West Physical Evidence Section. Inspector Brady has been operationally active within forensics since this time and was rewarded for his commitment with promotion to sergeant in 2002 whilst at Sydney Crime Scene Section. His appetite for forensics led to his promotion to senior sergeant in 2008 and, following 12 years of dedicated service, to inspector in 2020. With this impeccable service history, Inspector Brady is highly regarded by his superiors and subordinates for his dedicated and diligent service over the last 24 years.

Early in his time with the Forensic Services Group, he completed enhanced external studies, including a Diploma of Forensic Investigation, which complemented his on the job training. Many years of on call duties and long hours were completed by Inspector Brady as he progressed through the hardened life of a crime scene examiner. In 2009 he was awarded the highest achievement within the Forensic Evidence & Technical Services (FETS) Command, the Australasian Forensic Field Sciences Accreditation Board Certificate of Expertise, and was accredited as an expert in the methodology of Crime Scene Investigation. Subsequently, Inspector Brady travelled to the United States' Federal Bureau of Investigation labs and to the Middle East with the Israel Police for a study tour and educational trip to further enhance the training needs for NSW Police Force FETS staff.

Inspector Brady is one of the finest forensic focused police officers currently serving within FETS. He is passionate about the forensic field and his dedication and drive to identify suspects of crime is admirable. Inspector Brady remains the manager of Sydney Zone Crime Scene where he has distinguished himself as an outstanding expert in the forensic field.

## **Australian Police Medal (APM)**

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

#### **Detective Chief Inspector Sotirios Courcoulos**

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

Detective Chief Inspector Sotirios Courcoulos joined the NSW Police Force (NSWPF) as a cadet on 1 February 1977, performing duties at Fairfield and Flemington police stations and the Criminal Investigation Bureau inquiry office. On 16 March 1979 Detective Chief Inspector Courcoulos was sworn into NSWPF as a probationary constable and performed general duties at Flemington and Lidcombe police stations prior to commencing plain clothes duties in 1980 at Sydney Central Police Station.

DCI Courcoulos was in charge of several murder investigations during the 1990s, with successful prosecutions and considerable custodial sentences for offenders.

In 2012 he moved to State Crime Command to join Strikeforce Raptor then the Gangs Squad as the investigations coordinator. He led a team of investigators responsible for undertaking disruption and preventative operations targeting groups and individuals involved in organised crime activities, particularly those involved in acts of violence. In 2017 he joined the Financial Crime Squad and managed to disrupt fraud networks that targeted major banking institutions, uncovering large amounts of money.

In 2023 Detective Chief Inspector Courcoulos assumed his current role as the Child Abuse Squad manager of South West Sydney, where he coordinates the NSWPF's response to child sexual abuse, serious physical abuse or extreme neglect, with a team of 40 detectives. As an operational detective, he has had experience in all courts and has been in charge of investigations relating to a wide range of offences such as murder, armed robberies, arson, woundings, large thefts and sexual assault. He is dedicated and committed to both the development and welfare of staff and is an enthusiastic leader.

## **Australian Police Medal (APM)**

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

#### **Detective Superintendent Matthew Ross Craft**

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

Detective Superintendent Matthew Craft joined the NSW Police Force (NSWPF) on 18 November 1994 and was stationed at Liverpool Police Station, before transferring to Campbelltown Police Station in 1998 and performing criminal investigations. In 2004 he was promoted to sergeant at the Professional Standards Command, was designated as a detective in 2006, then inspector in 2009. He moved to the State Crime Command in 2012 then to the Cybercrime Squad in 2018 when promoted to superintendent. Detective Superintendent Craft has been a cornerstone in transforming the NSWPF Cybercrime Squad, embedding it as a recognised leader in cybercrime investigation in Australia.

Detective Superintendent Craft has been a strong advocate for cyber security awareness, both within the NSWPF and the broader community. Through various programs, seminars, and workshops, under his guidance the Cybercrime Squad have educated stakeholders, businesses and the community on the importance of cyber hygiene and proactive measures to prevent cybercrime from occurring. This includes adapting to the evolving use of cryptocurrency and implementing investigative techniques through blockchain analysis.

Detective Superintendent Craft's innovation in the cyber space has enhanced the NSWPF's ability to detect, analyse, and respond to cyber threats. He navigated complex legalities and participated in sensitive briefings while fostering working relationships with relevant stakeholders, including global corporations, state and federal governments, the Office of the Premier, and the Australian Signals Directorate. He demonstrated courageous leadership at a state and national level and made difficult decisions as part of many high-profile cybercrime investigations. Detective Superintendent Craft has been responsible for the development of the protocols associated with responding to online ransomware attacks.

Detective Superintendent Craft's contributions have significantly enhanced the NSWPF reputation as a leader in cybercrime investigation. His dedication to excellence and innovation has not only earned the respect of peers and partners but also instilled confidence in the public regarding NSWPF's capabilities to combat cyber threats.



## **Australian Police Medal (APM)**

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

#### **Superintendent Shane Paul Cribb**

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

Superintendent Shane Cribb joined the NSW Police Force in 1991 at Paddington Police Station. In 1995 he commenced at the South Region Major Crime, Drug and Homicide Squads conducting protracted investigations into organised and serious crime.

In 2001 Superintendent Cribb was promoted to sergeant at Cobar Police Station in the Western Region and 2003 he was recognised for his contribution and assistance of 1,100 tonnes of donated grain to the Cobar District gripped by drought. In 2002 he was appointed to inspector, section 66, at the Darling River Local Area Command. In 2005 he was promoted to chief inspector at the Coffs-Clarence Local Area Command. In 2009 he transferred to the Mid North Coast Police District.

In 2015 Superintendent Cribb was promoted to a superintendent and the commander of the Canobolas Local Area Command before transferring to the Manning-Great Lakes Police District in 2017, then to the Mid North Coast Police District in 2020 where he is currently. He is the local emergency management controller for the Mid North Coast and has led responses to floods, bushfires, the COVID-19 pandemic and other emergencies in several police districts, including the 2019 Black Summer fires and most recently fires in October 2023 in the Upper Macleay area west of Kempsey.

In 2019 Superintendent Cribb established the Manning-Great Lakes District Commanders Aboriginal Leadership Group. In 2022 he was selected to manage the immediate recovery process in relation to the Newcastle- Hunter floods. In 2023, active armed offenders randomly targeted members of the public and police before killing one of their own associates. Superintendent Cribb took the responsibility of leading this response. Superintendent Cribb is a strong advocate for the communities he oversees and a champion for First Nations People. He established a number of community led committees to divert Aboriginal people, particularly young people from the judicial system.

## **Australian Police Medal (APM)**

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

#### **Superintendent Paul Raymond Dunstan**

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

Superintendent Paul Dunstan commenced his career on 18 November 1994 at the Liverpool Area Command working in the Macarthur Region including Macquarie Fields Police Station. His career in criminal investigation began in 1998 in Surry Hills, working throughout the Central Metropolitan Region including the Eastern Suburbs, Kings Cross and City Central and was promoted to a detective sergeant in 2006. During this time, he has been involved in operational criminal investigations in Surry Hills, the Eastern Suburbs and City Central working closely with specialist commands within the NSW Police Force (NSWPF), and interagency matters such as the Australian Federal Police and the Australian Crime Commission.

Superintendent Dunstan was promoted to an inspector in 2011 at Rose Bay Police Station and then transferred to the Sydney City Command in 2021. During this time, he was leading high visibility policing operations in Sydney City Command, managing the response around significant infrastructure and social order within the city. He was promoted to a superintendent and the manager of Central Metropolitan Operations in 2023, contributing to the ongoing leadership and management of public order across the region in response to the current conflict in the Middle East. He also led the Sydney City Licensing Team including the strategic merging of liquor accords within the Sydney CBD.

In August 2019 Superintendent Dunstan coordinated the initial response to apprehend a man who murdered a woman in an apartment in Sydney's CBD before walking out onto the street and indiscriminately stabbing passers-by. He implemented immediate measures across Sydney's CBD to ensure public safety.

Superintendent Dunstan established, maintained and enhanced the Sydney City Public Order and Events Team to manage over 1,000 known public order events occurring across Sydney CBD each year, including New Year's Eve, Anzac Day, Mardi Gras, and Vivid. His oversight and input into the safety of residents, event participants and police when attending venues and events in the Central Metropolitan Region has seen a reduction in violent behaviour across the entire city.

## **Australian Police Medal (APM)**

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

#### **Detective Inspector Mardi Ann Forsyth**

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

Detective Inspector Mardi Forsyth joined NSW Police Force (NSWPF) on 15 February 1998 and was stationed at City Central Police Station, later performing investigation duties before joining the Metropolitan Robbery Unit. In 2007 Detective Inspector Forsyth transferred to the Child Protection and Sex Crimes Squad investigating significant child abuse cases, complex and serial sex offenders and violent gang rapes. In 2010 Detective Inspector Forsyth was promoted to detective sergeant at Newtown Police Command and led a range of criminal investigations. In 2015 she transferred to the Terrorism Investigations Squad and in 2021 was promoted to detective inspector.

For 10 years Detective Inspector Forsyth has been involved in the complex and challenging field of terrorism investigations that present the most extreme level of risk, carry high levels of scrutiny and are subject to significant public interest. Detective Inspector Forsyth played a leading role within NSWPF including the broader Australia-New Zealand Counter-Terrorism Committee (ANZCTC) framework supporting training and development for investigators. Detective Inspector Forsyth started as the case officer and transitioned to the senior investigating officer on Operation PEQIN 2015 which involved the murder of a NSWPF employee outside NSW Police Headquarters. She led a team putting those responsible before the courts and securing convictions.

Detective Inspector Forsyth was a driving force behind the establishment of the NSWPF Family Liaison Officer (FLO) program which provides specialised victim support as an investigative tool in terrorism incidents, serious crime, high risk situations and mass casualty events, such as the Bondi Junction active armed offender incident and the Hunter Valley bus crash. Detective Inspector Forsyth is establishing a FLO Working Group to improve the capability and is nearing delivery of the first FLO Coordinator Program and personally produces the "Go with the FLO" newsletter for the cohort to stay informed and connected.

## **Australian Police Medal (APM)**

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

#### **Sergeant Sean Barry McDowell**

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

Sergeant Sean McDowell joined the NSW Police Force (NSWPF) on 22 January 1993 and was stationed at Wetherill Park Police Station and later transferred to St Marys Police Station. In 1997 Sergeant McDowell transferred to the Dog Unit and in 2007 he was promoted to leading senior constable. Over the next four years was responsible for training all general-purpose dogs and handlers across the state.

In 2011 Sergeant McDowell was promoted to sergeant within the Dog Unit, where he led both general purpose and detection handlers within his team. He is also an accredited tactical handler deploying to high-risk incidents, one such as where he provided immediate first aid and extraction of a tactical officer shot by the offender. In December 2004 Sergeant McDowell and his police dog Titan deployed to a siege at Seven Hills with an armed offender. After hours of negotiations, the offender confronted police armed with two knives. Titan chased down the offender however received fatal stab wounds, only letting go following arrest, the ultimate sacrifice to the people of NSW.

Sergeant McDowell excels in difficult circumstances and emergency situations and has been recognised by NSW Ambulance for his efforts in resuscitation attempts of a male in cardiac arrest in Coffs Harbour in 2023. In 2020 Sergeant McDowell took up a role as the first regional team leader based at Coffs Harbour. Sergeant McDowell is the longest serving operational dog handler in the NSWPF and has been faithfully served by police dogs Jed, Titan, Ranger, Marvin, Uno, Bart, Jago and Havoc. He is as committed today to his dog, his Command, the organisation and the people of NSW as he was in 1993.

## **Australian Police Medal (APM)**

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

#### **Detective Sergeant Craig Arthur Ryan**

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

Detective Sergeant Craig Ryan joined the NSW Police Force on 30 July 1989 and was stationed at Taree Police Station. During his 35 years of policing, he has performed duties at Taree, Port Macquarie, Forster and Maitland police stations, Northern Region Crime Squad, Manning-Great Lakes and Port Stephens-Hunter police districts, Hunter Target Action Group, Northern Domestic Violence High Risk Offender Team, Northern Region Enforcement Squad and the Proactive Crime Team Manning-Great Lakes.

In 1996 he was designated as a detective, commencing his criminal investigation career and was promoted to sergeant in 2023 at the Manning-Great Lakes Police District within the Proactive Crime Team.

He has held operational positions throughout his career in criminal investigation and proactive teams. Whilst his career has taken him to a number of roles and locations, he is best known for his policing of the Manning-Great Lakes Command where he is one of the most well-known police officers of the area.

His relationship with the Aboriginal community is one of great respect. Despite his enduring and relentless pursuit of criminals whom he has managed to bring to justice for the most complex and significant matters, the Elders all acknowledge his fairness and tenacity. Throughout his career he has utilised the most innovative of methods to stop offending, detect criminals and prove their criminality to the courts.

Detective Sergeant Ryan brought his experience to the Northern Region Enforcement Squad whereby he trained many operatives in controlled operations, as well as all range of covert techniques to identify and gain evidence of large commercial drug supply on a regular basis. Detective Sergeant Ryan is highly relied upon by the Commander of the Manning-Great Lakes Police District to lead the way in crime reduction and prevention.

## **Australian Police Medal (APM)**

### ***Victoria***

#### **Superintendent Gregory James Barras**

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

Superintendent Gregory Barras has performed 36 years of dedicated and diligent service to the Victorian community. During this time, he has contributed to a range of policing areas including general-duties, liquor licencing, emergency management, training, and public order. He has managed many key projects including the organisational response to the Melbourne Remand Centre riots and a high-profile public order capability uplift following the 2017 Moomba riots.

Superintendent Barras is dedicated to his role and works tirelessly to enable capabilities that are focussed on positive outcomes for the Victorian community. He currently leads the Continuous Learning Division where he leads critical training charged with the primary intent of developing and enhancing leadership capability across the organisation.

Superintendent Barras has had significant impact in almost all his roles and is a nationally recognised expert in the areas of search and rescue, and emergency management. In the 2022 Victorian floods, he led the statewide rescue capability which resulted in 989 rescues, with no recorded fatalities, being performed during the event. The approach he brings to working with partner agencies has earned him a reputation across the public sector as a collaborative leader who is proactive at breaking down barriers to achieve positive community outcomes.

In addition to his significant workload, he actively engages in mentoring members to support them in achieving career goals and developing them as future leaders of Victoria Police. When not working, he actively volunteers his time in the Alpine community as a long-time dedicated member of the ski patrol.

Superintendent Barras is a valued and respected public sector leader with a focus on the people he serves. His work ethic, collaborative efforts, and ability to influence those around him to achieve positive results in often challenging environments that enhance the reputation of Victoria Police is commendable.

## **Australian Police Medal (APM)**

### **Victoria**

#### **Superintendent Sharon Maree McCrory**

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

Superintendent Sharon McCrory has worked her adult life for Victoria Police, putting the community first by addressing complicated operational challenges. Superintendent McCrory has provided impeccable service and consistently goes above and beyond, being ever present for her people and partners, ensuring community safety for all.

Superintendent McCrory served with distinction at the National Crime Authority and as a sergeant at the Special Operations Group (SOG) as a tactical analyst. Superintendent McCrory's excellent work at the SOG was acknowledged for her significant contribution to planning high risk operations enabling safe and effective deployments. Superintendent McCrory can uplift a work unit and lead by example, as she did as the officer in charge of Doncaster Police Station, transforming performance and ethical health, to a destination workplace.

As an inspector, Superintendent McCrory worked with both government and non-government organisations to address complicated issues working with culturally and linguistically diverse communities, resulting in positive policy change and cultural reform and reducing harm to the community across the state.

During the COVID-19 pandemic Superintendent McCrory played a pivotal role as the police commander of the Health Hotels, managing the complicated needs of a diverse group of medical and private employees as well as government authorised officers. Superintendent McCrory led Victoria Police employees requiring extremely empathetic and astute management skills, which Superintendent McCrory exhibited professionally and to a very high standard.

As the Stonnington local area commander, Superintendent McCrory significantly improved stakeholder partnerships with the City of Stonnington and public safety at Chadstone Shopping Centre, the largest shopping centre in the southern hemisphere, with a focus on enforcement of crime and prevention of terrorism.

Superintendent McCrory has successfully managed serious emergencies, resolved conflict and forged professional relationships, supporting her people with spirit and genuine care, making her an outstanding leader in Victoria Police always providing a service above and beyond what is required.

## **Australian Police Medal (APM)**

### **Victoria**

#### **Sergeant Joanna Maree Parissis**

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

During a policing career spanning thirty years with the Victoria Police Force, Sergeant Joanna Parissis has changed the lives of hundreds of young people and has enabled them to reach their best potential and improve their lives through opportunity, support, and trust.

Sergeant Parissis's policing career has spanned the inner northern suburbs of Melbourne, exposing her to diverse communities and the associated challenges in law enforcement, community safety and public confidence. Sergeant Parissis has combined her frontline operational policing with her specialist expertise as a youth resource officer and later in a state-wide strategic role, to successfully make a difference in the lives of many young people. This has been achieved by working with community partners, building trust and confidence in young people, and a genuine desire to help and support, giving them every opportunity to develop and grow into confident and resilient adults.

Sergeant Parissis recognised that a collaborative approach to supporting young people in the community enables better outcomes and she has built a strong cohort of community partners in education, employment, business, and volunteers to support young people in the community. This is reflected in the successful and ongoing programs she has developed and delivered, specifically designed and understanding the greatest influence and impact to provide the best support. The health and wellbeing program in partnership with the Pavilion School, the community events through Blue Light Victoria and her proactive intervention with young people to support their growth and resilience, demonstrates duty above and beyond her role as a police officer.

As a board member of Blue Light Victoria Board, she has made significant contributions to the development of their suite of programs for young people as well as stakeholder and philanthropic engagement through successful grants and fund raising.



## **Australian Police Medal (APM)**

### **Victoria**

#### **Senior Sergeant Helmut Pimperl**

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

Senior Sergeant Helmut Pimperl has served the Victorian community for over 43 years, providing exceptional service throughout his diverse and extensive policing career. Highly regarded, well respected and professional, Senior Sergeant Pimperl has consistently lived the Victoria Police organisational values in the many roles he has performed including frontline operational duties in the Force Response Unit, the Major Event Planning Unit and for many years as the unit commander of the State Event Planning Unit.

Senior Sergeant Pimperl has managed and led the State Event Planning Unit since 2011. Over the last 14 years in the role, Senior Sergeant Pimperl has successfully planned, co-ordinated, and overseen the significant planning of many Victorian major events and state significant events including the AFL finals, government summits, FINA World Championships, FIFA World Cup, Twenty20 international and Boxing Day Test cricket matches, Avalon Airshow, Land Forces 2024 and the ASEAN-Australia Special Summit 2024 conference.

Senior Sergeant Pimperl, being a subject matter expert in major events and planning as well as having sound knowledge of the Major Events Act 2009, has enhanced Victoria Police as a leader in providing an effective policing response in the management of major sporting events both nationally and internationally. Senior Sergeant Pimperl's commitment to providing safe and secure events for all Victorians to enjoy has seen him attend many interstate venues and engage with national and international stakeholders presenting on how Victoria Police lead in this environment. His expertise in managing the protective security arrangements, undertaking the state protocol officer and engagement with dignitaries is outstanding.

Senior Sergeant Pimperl has unwavering commitment, significant contribution and passion about the capability uplift of police commanders and police forward commanders ensuring strong Victoria Police leadership is present at all major events.

## **Australian Police Medal (APM)**

### **Victoria**

#### **Inspector Lisa Jane Prentice-Evans**

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

During almost the entirety of Inspector Lisa Prentice-Evans's 26-year policing career she has worked in demanding operational and frontline positions. As the Melton Local Area Commander over the last three years, Inspector Prentice-Evans has worked closely with local government, stakeholders and has been instrumental in building strong relationships with culturally and linguistically diverse communities, including the African and Pasifika communities, developing understanding and cooperation between community members and Victoria Police. Through outreach initiatives and engagement programs, Inspector Prentice-Evans has worked tirelessly to foster inclusivity and provide vulnerable persons with support.

Inspector Prentice-Evans's was acknowledged for her leadership in response to the Exford Primary School bus collision in May 2023 where 15 children and 1 adult received serious and potentially life-threatening injuries and 30 passengers suffered minor injuries. Inspector Prentice-Evans immediately attended the scene and took command of the significant police and emergency response. In addition to leading the police response, she connected with all organisations and key stakeholders to effectively respond to the incident. Following the incident, she also took on advocacy to the government around safety and speed limits, supporting initiatives to rebuild the school community and the local community's recovery.

Inspector Prentice-Evans is considered a subject-matter expert regarding the police response to protests involving issue motivated groups. This commenced during her work in charge of the North-West Metro Specialist Operations Division during the police response to the COVID-19 pandemic, however, has continued as the police commander for numerous protests.

Every judgement Inspector Prentice-Evans makes has her people at the heart of it. She goes above and beyond the requirements of her role to assist her staff and ensure their wellbeing is as strong as it can be. An example of this is her work to support and grow the annual Walk to Talk event which aims to reduce the cultural stigma around speaking about mental health and encouraging getting help when needed.

## **Australian Police Medal (APM)**

### ***Queensland***

#### **Inspector Peter Daniel Doyle**

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

Inspector Peter Doyle was sworn into the Queensland Police Service (QPS) in 1987 and has over 38 years of experience in a variety of operational, corporate and leadership roles, particularly in frontline policing and community safety. His career has seen him work with a range of QPS units, including the Police Prosecution Corps, Legislation Development Unit, Fraud and Corporate Crime Group, Ethical Standards Command, Legal and Policy Unit, Strategy and Performance, and Security and Counter-Terrorism Command.

Since 2018, he has been the operations manager of the Security Advisory Unit, responsible for developing and implementing security and counter-terrorism arrangements at organisational, state and national levels. His key responsibilities include providing high-level advice on national security matters, coordinating support to the Queensland Security and Counter Terrorism Committee and participating in the Australia-New Zealand Counter-Terrorism Committee. He has demonstrated outstanding commitment to QPS and the Queensland community through the provision of high-level advice, support, coordination and delivery of services that enhance strategic and operational policing, and community safety outcomes.

Throughout his career, Inspector Doyle has made significant contributions supporting operational service delivery through the provision of prosecution services, leading QPS discipline system and reforms, specialist crime investigations and legislative reform through enhanced police powers and representing QPS on numerous forums at national and state levels.

Inspector Doyle's contributions have significantly enhanced Queensland Police Service operational capabilities, legal frameworks and strategic partnerships, positioning the service to better protect the community and government assets.

## **Australian Police Medal (APM)**

### ***Queensland***

#### **Senior Sergeant Ewan Gordon Findlater**

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

Senior Sergeant Ewan Findlater was sworn into the Queensland Police Service in 1987. Throughout his dedicated career of more than 30 years, he has demonstrated a long-term, sustained commitment to enhancing road safety in the community and reducing road trauma. He has risen through the ranks as a dedicated road policing practitioner to his current role as officer-in-charge of the Rockhampton Highway Patrol Unit.

In this role, he has set about building a diverse network of relationships to achieve the best outcomes for the community both internally within the Queensland Police Service and externally with other road safety stakeholders, including the Queensland Department of Transport and Main Roads, the National Heavy Vehicle Regulator, local, state and federal government, local businesses, road safety research institutes and local and intrastate media.

Internally, with both highway patrol and district staff, Senior Sergeant Findlater has sought to establish and facilitate a collaborative response to driving down road trauma by investing in sustained high-volume and high-quality outcomes to enhance general deterrence in the community.

He is a role model for both subordinate staff and his superiors and actively drives road policing initiatives and operations via his diligent planning, authentic leadership, and energetic participation in numerous local, district, regional, and statewide road policing operations, campaigns and activities.

Senior Sergeant Findlater has been a strong advocate for community engagement and education. He has initiated and participated in numerous community outreach programs aimed at raising awareness about road safety. By fostering a collaborative relationship between the police and the community, he has helped to build trust and cooperation, which are essential for effective law enforcement. Senior Sergeant Findlater's efforts have significantly contributed to a safer road environment and have left a lasting positive impact on the community.

## **Australian Police Medal (APM)**

### ***Queensland***

#### **Senior Sergeant Kirsty Maree Gleeson**

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

Senior Sergeant Kirsty Gleeson exemplifies the highest standards of policing through her exceptional service and unwavering dedication. With 26 years of policing experience, including 21 years in the expert field of forensic services, she currently serves as the sole forensic coordinator in the southern region, a role critical to operational success. She is often on-call for extended periods, responding swiftly to major crimes across the region, and her commitment to delivering outstanding forensic services from crime scene to court sets a benchmark for excellence in the field.

Her involvement in high-profile investigations showcases her critical expertise in securing forensic evidence that has profoundly impacted the courses of investigations and their outcomes. Beyond her primary responsibilities, she proactively uses her expertise and experience to enhance frontline delivery techniques and foster operational capability through her leadership and initiative. Her commitment extends beyond individual cases to broader initiatives that enhance frontline forensic services. She initiated a multi-disciplinary project to review unsolved crimes linked by unidentified DNA profiles, developing tools and processes that provided high-level intelligence to local investigators. This project significantly improved the detection and resolution of unsolved crimes.

Her dedication extends into the community, where she actively participates in stakeholder and community engagement, promoting the professional image of the Queensland Police Service. Senior Sergeant Gleeson is not only a high-functioning operational officer but also a compassionate leader who supports her colleagues and their families in times of need.

Senior Sergeant Gleeson's exceptional contributions to the Queensland Police Service and her community highlight her dedication, leadership and commitment to excellence.

## **Australian Police Medal (APM)**

### ***Queensland***

#### **Detective Inspector Christopher Paul Knight**

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

Detective Inspector Christopher Knight has dedicated over thirty years to serving the Queensland community, significantly contributing to community safety through various investigative roles, often in high-profile cases with the Queensland Police Service.

He commenced his career as a detective after his first year of training and has honed his skills through diverse service, from the challenging work as a covert operative, extensive deployments in rural areas, and leading investigators within the Homicide Investigations Unit in unravelling some of Queensland's most high-profile crimes. Detective Inspector Knight played a key role in developing Queensland Police Service policy for the No Body, No Parole legislation, supporting victims and minimising family impacts. This body of work culminated in a career highlight in 2018, when he was recognised for his compassion and victim-centric efforts by the by the Queensland Homicide Victims Support Group.

Throughout his career, he has demonstrated exceptional resilience and adaptability, often working in high-pressure environments. His ability to navigate complex investigations and lead teams in both urban and remote settings has earned him a reputation for excellence within the Queensland Police Service. His strategic thinking and hands-on leadership have been instrumental in solving numerous high-profile cases, further solidifying his standing as a dedicated and skilled investigator.

Detective Inspector Knight is known for his methodical and committed approach to criminal investigations, with the victim and community always at the heart of his work. As Detective Inspector of the Logan District, he continues to lead by example, strategising for better outcomes for frontline staff and maintaining a strong focus on community safety. His extensive experience and unwavering dedication make him a valuable asset to Queensland Police Service and the community he serves.

## **Australian Police Medal (APM)**

### ***Queensland***

#### **Detective Inspector David Jeffrey Nixon**

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

Throughout his distinguished 37-year policing career, Detective Inspector David Nixon has demonstrated outstanding service, exemplary leadership, and a relentless pursuit of excellence.

His extensive experience in both regional and metropolitan frontline policing, along with his tenure within the Ethical Standards Command, has made him a subject matter expert on discipline within the Queensland Police Service. He has provided expert testimony at significant inquiries, including the Independent Commission of Inquiry into Queensland Police Service responses to domestic and family violence and the Commonwealth Senate Inquiry into missing and murdered First Nations women and children.

He has also played a pivotal role in driving significant reforms with Queensland Police Service, including the establishment of the State Case Management Unit within the Ethical Standards Command, and the overhaul of the Queensland Police Service complaints and discipline system. His contributions have been key in maintaining the highest ethical standards within the Queensland Police Service. His proactive approach to addressing emerging internal risks, such as illicit drug use, and his commitment to ethical standards and the ethical health of the Queensland Police Service, as demonstrated in a high number of sensitive disciplinary and criminal investigations, have earned him widespread recognition and respect amongst his colleagues and peers both within and external to the Queensland Police Service.

Detective Inspector Nixon's visionary leadership and strategic foresight have not only strengthened the integrity of the Queensland Police Service but have also enhanced public trust and improved community confidence in law enforcement. His contributions to the Queensland Police Service extend beyond his immediate responsibilities, leaving a lasting legacy of integrity and professionalism.

## **Australian Police Medal (APM)**

### ***Queensland***

#### **Sergeant David John Reid**

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

Sergeant David Reid commenced with the Queensland Police Service in 1990 and has remained committed to being an operational, frontline police officer across a 32-year career.

During his early years of service, he performed general duties as a constable in the Beenleigh division, progressing to senior constable in 2001. In 2004, he secured a position in the new Oxley Tactical Crime Squad, where he was instrumental in the development and implementation of specialist operations augmenting regional policing activities. In 2008, he was promoted to his current position as sergeant, team leader within the Tactical Crime Squad.

Sergeant Reid has worked tirelessly to not only promote his work unit and build a sense of pride and loyalty, but also develop the skill set of many junior officers who have been fortunate to work with him on tactical policing methods. He has an exceptional knowledge and understanding of a range of operational tactics that are a direct result of the 32 plus years he has spent as an operational officer working in busy locations within southeast Queensland.

Throughout his career as a member of the Queensland Police Service, he has built a strong reputation as a loyal, diligent and hardworking officer, modelling the behaviour he expects through leading by example. Sergeant Reid has served the community of Queensland with distinction throughout his policing career, consistently putting the needs of the community above his own.



## **Australian Police Medal (APM)**

### ***Queensland***

#### **Sergeant Sarah-Jane Tulacz**

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

Sergeant Sarah-Jane Tulacz has been an operational police officer since 1995. Her initial police service was with the New South Wales Police Force, prior to transferring to the Queensland Police Service in 2005. She achieved detective appointments, acknowledging her professional investigative skills in both the New South Wales Police Criminal Investigation Branch and the Queensland Police Service Child Protection Investigation Unit.

During her service in the Far North District, Sergeant Tulacz established herself as a compassionate, professional and highly respected police officer within the local community. She completed development as a police negotiator and search and rescue coordinator, rendering service in these critical and complex tasks, in addition to her role as a frontline general duties officer.

Sergeant Tulacz has been a dedicated search and rescue coordinator since 2014, consistently available at short notice for demanding and often tragic missions. Her commitment to achieving the best outcomes in challenging situations is commendable.

She has regularly demonstrated an outstanding commitment to public safety, resulting in formal acknowledgement by both the local community and fellow Queensland Police Service members. Promoted to a sergeant shift supervisor at Mareeba Police Station in September 2024, she continues to build her reputation as a highly capable and courageous leader.

## **Australian Police Medal (APM)**

### ***Western Australia***

#### **Commander Martin Haime**

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

Commander Martin Haime has had a distinguished career with the Western Australia Police Force (WA Police) including outstanding leadership, innovation and dedication to public safety.

His leadership in developing and implementing innovative dispatch operating principles in partnership with St John Ambulance has transformed emergency response protocols. These advancements have enhanced situational awareness and coordination, improving safety outcomes for both frontline officers and the community. During the COVID-19 pandemic, he led initiatives to implement safety measures and state emergency plans, which were instrumental in navigating the pandemic's many challenges.

His support for the Family Violence Division and various state projects has been invaluable in addressing and managing family violence incidents. Subsequently strengthening the response mechanisms and support systems for vulnerable individuals, reflecting his commitment to enhancing community safety and well-being.

Under Commander Haime's guidance new technologies have been introduced, including body-worn cameras and computer aided dispatch systems, to enhance real-time situational awareness. His focus on integrating these technologies into daily operations has further ensured that the agency can respond effectively to dynamic situations, improving the overall safety and wellbeing of the community.

Commander Haime's support in the implementation of the Community Liaison Officers Program which works to close the gap between the WA Police and the Aboriginal and Torres Islander Community, has been invaluable. His pivotal support to amendments to the Mental Health Co-Response Model have notably reduced the time police spend at hospitals for mental health-related tasks, thereby enhancing the efficiency of police operations and ensuring better care for individuals in need.

Commander Haime's dedication to improving the response to family violence and supporting related state initiatives reflects his unwavering commitment to addressing critical social issues and ensuring community safety. His leadership and innovative approaches have led to significant improvements in emergency response, community safety, and operational efficiency. These contributions will have a lasting positive impact on both the WA Police and the broader community.

## **Australian Police Medal (APM)**

### ***Western Australia***

#### **Detective Senior Sergeant Gregory Alan McDonald**

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

Detective Senior Sergeant Gregory McDonald joined Western Australian Police Force in 1983 and has served the community for over 40 years.

Detective Senior Sergeant McDonald is well known for his continued passion for policing having served within the Major Crime Division, Internal Affairs, Perth Metropolitan, Pilbara, Wheatbelt, South West and Goldfields-Esperance districts with outstanding service. Throughout these postings, he has earned a reputation for reliability, consistency and excellence.

In December 2020, Detective Senior Sergeant McDonald was selected as the senior investigating officer for Taskforce Ravello, which was established in response to the shooting homicide of a senior member of an outlaw motorcycle gang. The taskforce's work included investigation of the homicide and suppression of further violence. Between December 2020 and June 2021, the taskforce executed over 210 search warrants on premises associated with outlaw motorcycle gangs. More than 220 people were charged with 650 offences and eight firearms seized. The demonstrated successful management of such a complex and highly sensitive matter is a testament to Detective Senior Sergeant McDonald's leadership skills.

Detective Senior Sergeant McDonald has consistently shared his investigative knowledge and mentored staff throughout State Crime and regional WA. During his many years of service at the Major Crime Squad and Homicide Squad he has been entrusted to lead investigations into the state's most complex inquiries ensuring successful outcomes ultimately bolstering the reputation of Western Australia Police Force to the community.

Over his career he has gained a reputation of being one of the most knowledgeable and experienced detectives in the Western Australia Police Force. Detective Senior Sergeant McDonald has demonstrated strong leadership skills, tenacious dedication, knowledge and distinguished service to the community of Western Australia.

## **Australian Police Medal (APM)**

### ***Western Australia***

#### **Senior Aboriginal Police Liaison Officer Ian Jeffery Tullock**

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

Senior Aboriginal Police Liaison Officer Ian Tullock joined the Western Australia Police Force (WA Police) as a police aide in 1978 and commenced his first posting in Port Hedland Police Station until 1987, when he transferred to the South Hedland Police Station.

Senior Aboriginal Police Liaison Officer Tullock spent 32 years between Port Hedland and South Hedland building a strong rapport between the Aboriginal population and wider community. He assisted to identify emerging trends by possessing knowledge of Aboriginal issues, language and culture. In 2011 he moved to the metropolitan area and worked at the Mirrabooka Police Station and Police Headquarters. He moved to Kalgoorlie from 2018 to 2022. He then returned to the South Hedland Police Station where he still serves.

Senior Aboriginal Police Liaison Officer Tullock's knowledge has been invaluable to assist Kalgoorlie detectives with serious sexual assault incidents; communicating extensively with members of the Aboriginal community who were reluctant to talk to police. He was able to communicate issues around the investigations and gain critical information. He was also able to provide cultural guidance to attending police and explain the reasons of police actions to the local community. His knowledge was used regularly in towns within the region.

Senior Aboriginal Police Liaison Officer Tullock continues to assist with enquiries to locate outstanding offenders when all other sources have been exhausted and provide updated information. His knowledge and skills have been invaluable over his career to assist with communicating police messages to the Aboriginal community in a manner that is both appropriate and understood.

As a senior Aboriginal liaison officer, he acts as a mentor for other liaison officers and community liaison officers with whom he is held in the highest regard. Senior Aboriginal Police Liaison Officer Tullock is the most senior and longest serving Aboriginal police liaison officer within the Western Australia Police Force.

## **Australian Police Medal (APM)**

### ***Western Australia***

#### **Detective Senior Sergeant Katharine Ann Venn**

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

Detective Senior Sergeant Katharine Venn has served with the Western Australia Police Force (WA Police) for 18 years. She worked in general duties policing within the metropolitan area before becoming a detective in 2009. As a detective she worked in a variety of areas including the Western Suburbs, Perth City Detectives, South East Metropolitan District Crime Team, and the Sex Assault Squad. In 2017, on attaining the rank of sergeant, she commenced at Mirrabooka Police Station, regularly acting in the role of the officer in charge, and three years later moving to the Internal Affairs Unit.

In 2022 she took on the role as the officer in charge of the Missing Persons Unit. Whilst attached to the Missing Person Unit, Detective Senior Sergeant Venn actively progressed the investigation for a long-term missing person where she engaged a television production company facilitating a missing persons documentary. She arranged multiple land search operations in regional Western Australia, with extensive logistical demands, requiring the commitment of multiple agency resources. Not long after the search operations, human remains confirmed to be the missing person were located, bringing closure to the family.

In September 2023, she attained the rank of detective senior sergeant and transitioned to the Homicide Squad, as the first female senior investigating officer. In this role, Detective Senior Sergeant Venn has led a variety of high-profile investigations including a multi-agency response for a sea plane that crashed into the ocean off Rottnest Island. She worked closely with the Australian Transport Safety Bureau by providing invaluable support during the evidence collection phase of the investigation and moreover ensured the support and care for survivors and the families of the deceased, both Perth residents and international travellers.

Detective Senior Sergeant Venn leads by example, displays outstanding leadership and dedication to public safety and holds a wealth of knowledge and practical investigative experience.

## **Australian Police Medal (APM)**

### ***South Australia***

#### **Detective Senior Sergeant Rebecca Lee Hughes**

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

Detective Senior Sergeant Rebecca Hughes joined South Australia Police (SAPOL) in 1993 and was initially posted to the Elizabeth Police Station. In 2003 she was promoted to senior constable and commenced in the Criminal Investigation Branch (CIB). During this time, she also worked on the Focus 21 initiative that set the strategic direction for SAPOL at the time. As a CIB member and later a designated detective, Detective Senior Sergeant Hughes continued a career balanced between criminal investigation and strategic contribution, serving on Project Compass and the Organisational Reform Unit, and coordinating an extensive program focused on enhancing customer service at the frontline.

In 2018 Detective Senior Sergeant Hughes was promoted to detective sergeant in the Special Crimes Investigation Branch, and in 2021 to detective senior sergeant managing the Australian National Child Offender Register (ANCOR) Unit. At ANCOR, Detective Senior Sergeant Hughes has provided highly valued insight into legislative and policy matters at both state and national level, extending beyond her immediate responsibilities to drive the future of child protection. Her strategic acumen and meticulous preparation of processes and strategies have been integral to a suite of legislative and operational enhancements. These have included harmonisation of state, territory and Commonwealth child sex offender registration schemes, which has improved the tracking and management of offenders and led to more effective prevention strategies.

Detective Senior Sergeant Hughes has also led networking across agencies, significantly enhancing information sharing between jurisdictions and ensuring children at risk receive timely and appropriate protection. The measures led by Detective Senior Sergeant Hughes have collectively contributed to a safer environment for children by improving the efficiency of the child protection system and reflect Australia's commitment to upholding the rights and safety of children as expressed in the National Framework for Protecting Australia's Children 2021-2031.

## **Australian Police Medal (APM)**

### ***South Australia***

#### **Assistant Commissioner Ian Edward Parrott**

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

Assistant Commissioner Ian Parrott joined South Australia Police (SAPOL) in 1987. After serving on patrol and in the Operational Response Group, in 1994 he was promoted to a senior constable in the Special Tasks and Rescue (STAR) Division, working as a firearms specialist in the Response Unit. In 2000, Assistant Commissioner Parrott was promoted to sergeant and in 2002 to senior sergeant, both in STAR, representing SAPOL in counter-terrorism training and development, enhancing national and local responses.

In 2005 Assistant Commissioner Parrott was appointed as an inspector, initially as officer in charge of Combined Operations within STAR Division and later within Human Resources Service. In the Leadership and Officer Development area he inspired and trained a further generation of leaders.

In 2008 Assistant Commissioner Parrott's leadership of frontline country policing commenced with a promotion to a chief inspector as officer in charge of Riverland Local Service Area, continuing with promotion to superintendent as officer in charge of Murray Mallee Local Service Area. In these postings he was the forward commander at a major siege resulting in the arrest and imprisonment of a significant violent offender, he achieved excellent reductions in crime, and led his people in providing exemplary service to their communities.

In 2012 Assistant Commissioner Parrott returned to Human Resources as a manager of the HR Management Branch. In 2015 he led metropolitan and peri-urban operations in the South Coast Local Service Area while also being integral to SAPOL's White Ribbon Accreditation process. In 2017 Assistant Commissioner Parrott commenced as the officer in charge of the Communications Group, leading successful implementation of new computer systems, structures, and dispatch protocols in support of the District Policing Model.

Assistant Commissioner Parrott was promoted to the assistant commissioner of the State Operations Service in 2019, where he has since driven road safety policing, regional policing, and First Nations policy and practice, including Closing the Gap initiatives, with extraordinary commitment.

## **Australian Police Medal (APM)**

### ***South Australia***

#### **Superintendent Craig Stephen Wall**

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

Superintendent Craig Wall joined South Australia Police in 1986, graduating to patrol duties then transferring to the Operations Response Group. In 1994 he was promoted to senior constable in the Special Tasks and Rescue (STAR) Division, working in a Response Unit engaged in tactical policing and rescue duties, including the May 1994 Nuriootpa siege in which he displayed professionalism and courage under fire from a suspect. While at STAR he was promoted to sergeant in 2002 and to senior sergeant in 2005, qualified as a police diver, and was a tactical policing first responder at numerous high-risk tasks involving considerable danger.

In April 2008 Superintendent Wall was appointed an inspector in the Protective Security Service. Returning to STAR in 2010 as operations inspector, Superintendent Wall became police tactical group capability advisor for the Australia-New Zealand Counter-Terrorism Committee, responsible for facilitating national police tactical training courses including special weapons, explosives and tactical command.

In 2014, after a period as officer in charge of the State Tactical Response Group, Superintendent Wall was promoted to chief inspector as officer in charge of the Transit Services Branch then to superintendent as officer in charge of Public Transport Safety Branch, managing frontline patrols. Between 2015 and 2020 Superintendent Wall led country and metropolitan frontline services as officer in charge of Hills Fleurieu Local Service Area, then officer in charge, Eastern Adelaide Local Service Area and later Eastern District.

In 2020 Superintendent Wall again returned to STAR as officer in charge. He implements a clear vision for continued development and implementation of specialist policing response capability across South Australia, and his confidence, clarity and judgement inspire trust. Recognised as a significantly qualified and experienced police tactical group manager, Superintendent Wall holds prominent positions on national committees, councils and working groups and has contributed significantly to national practices that are interoperable and consistent.



## **Australian Police Medal (APM)**

### ***Tasmania***

#### **Commander Stephen Maxwell Burk**

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

Having joined Tasmania Police in 1986, Commander Stephen Burk has led a distinguished career of almost 40 years, characterised by his exceptional professionalism and unwavering commitment to public safety and effective law enforcement.

In his current role leading the Professional Standards Command, Commander Burk demonstrates the highest ethical standards and possesses a strong ability to motivate and lead his staff, particularly in challenging times. He is a highly professional, innovative and committed senior officer who encapsulates Tasmania Police's core values of accountability, integrity, respect and support.

Commander Burk has demonstrated remarkable skill and leadership throughout his extensive career and his emergency management experience is well documented, having performed the role of the regional emergency management controller across multiple districts, managing the police response to floods, bushfires and other emergencies including COVID-19.

He championed innovation through the introduction of the Police Ambulance Clinician Early Response initiative, a dual response model providing a dignified response to acute mental health concerns in the community. His collaborative approach and stakeholder engagement skills were key to the success of this initiative, which as well as benefiting community members in need, has also mitigated the risks to police responding to mental health incidents.

His career reflects a steadfast dedication to Tasmania Police and the community, exemplifying the highest standards of policing and public service.

## **Australian Police Medal (APM)**

### ***Northern Territory***

#### **Commander Daniel Thomas Bacon**

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

Commander Daniel Bacon joined the Northern Territory Police in 1987 as a police cadet, graduating as a constable shortly thereafter. Over his 38-year career, he has served in numerous frontline and operational roles across Alice Springs, Tennant Creek, Kulgera, Timber Creek, Katherine, and Darwin. In 2015, he was promoted to a commander, a role he has held in Alice Springs, Darwin, the NT Police, Fire & Emergency Services College, and Professional Standards Command. He has also acted as an assistant commissioner in both Alice Springs and Darwin.

Throughout his distinguished career, Commander Bacon has demonstrated exemplary service to the Northern Territory Police and the community. He has consistently led large, diverse service areas, particularly overseeing Greater Darwin Command for the past three and a half years. His leadership has enhanced multi-agency coordination, improving services in regions such as Casuarina, Darwin, Palmerston, and the Tiwi Islands.

Commander Bacon's commitment to officer welfare is evident through his support of staff wellbeing, open communication with subordinates, and active involvement in career development. He is respected for his compassionate leadership and ability to maintain a positive and approachable demeanour, even in challenging circumstances.

Beyond local policing, Commander Bacon's service includes a notable deployment to East Timor in 2001 as part of a United Nations mission. He has managed major emergency responses, including natural disasters and critical incidents, and led initiatives such as Strike Force Lyra to address high-risk domestic and family violence.

Commander Bacon's vast experience and unwavering dedication have significantly contributed to the safety and wellbeing of the Northern Territory community. He is highly esteemed by his peers for maintaining the highest standards of professionalism and leadership.

## **Australian Fire Service Medal (AFSM)**

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

**Mr Andrew Anthony Cameron**, Arcadia NSW 2159

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

Mr Andrew Cameron joined the Elouera Brigade in 1980 and helped re-establish the Hornsby Brigade in 1989 as the senior deputy captain and captain for 12 years before his appointment as the group officer in 2002.

Mr Cameron has led strike teams across NSW and interstate, including the 2003 Canberra and 2019–20 Black Summer bush fires, where he demonstrated high-level leadership skills, directing strike teams in very dangerous and testing environments at the Gaspers Mountain, Green Wattle Creek and Currowan fires.

Mr Cameron is a member of the Greater Sydney Command Leadership Group and has been chair of the District Bush Fire Management Committee for a decade, leading this cross-agency group in the planning of hazard reduction and mitigation works for the whole of the Hornsby Ku-ring-gai District. He has worked tirelessly over the past 15 years providing leadership, guidance and mentoring to brigades across the district in the preparation and conduct of hazard reduction and risk mitigation activities.

Mr Cameron is dedicated to training and developing crew leaders within the district, committing many years as part of the Crew Leader Training and Assessment Team. He is also engaged in developing future group leaders across the Greater Sydney area, where he provides training in ethics and accountability.

Assisting members who have suffered as the result of critical incidents has been an area in which Mr Cameron has demonstrated both compassion and skill. He has been instrumental in providing personal support as well as advocating for members impacted by critical incidents to receive appropriate ongoing support.

## **Australian Fire Service Medal (AFSM)**

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

**Mr Edwin John Gray**, Tenterfield NSW 2372

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

Mr Edwin Gray was appointed to Fire and Rescue NSW (FRNSW) on 1 October 1994 and has since devoted over 30 years of exceptional service to the Tenterfield community and beyond. Promoted to captain in 2010, he has led the Tenterfield Brigade with distinction, consistently demonstrating a proactive commitment to fire safety, operational excellence, and community engagement. His leadership during critical incidents, such as the 2019 bushfire crisis, and his role in preserving lives and property, are key highlights of his distinguished career.

Beyond his official duties, Mr Gray has gone above and beyond in mentoring young firefighters, engaging in community outreach programs, and coordinating vital events such as the 100-year celebration of the Tenterfield Fire Station. His dedication to both his brigade and his community is evident in his everyday actions, from driving a local school bus, to his commitment to the Home Fire Safety Visit Program and offering support to those in need.

Mr Gray's long and distinguished service sets a standard for others to follow. His commitment, leadership, and compassion are an inspiration to all.

## **Australian Fire Service Medal (AFSM)**

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

**Mr Wayne Charles Halliday**, Sandy Flat NSW 2372

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

Mr Wayne Halliday joined the NSW Rural Fire Service (NSW RFS) in the Tenterfield local government area (LGA) in 2002, progressing from deputy captain to group captain in 2006, a rank that he retains to this day. He has been a permit officer for 21 years along with other executive roles and has been a driving force behind many NSW RFS activities in the Tenterfield LGA.

Mr Halliday was instrumental in establishing the Cadet program in Tenterfield and has coordinated the program ever since, encouraging and promoting young people to join the NSW RFS. As brigade and district training officer, he has trained a vast number of volunteers through the required qualifications needed to be confident and effective firefighters.

Mr Halliday has served on the Senior Leadership Team, Council Service Level Agreement Committee and other committees over many years. Mr Halliday's local knowledge and calm demeanour were vital to ground crews working in the area during the 2019–20 Black Summer bush fires, and he has provided countless hours of diligent service to his community and district.

Mr Halliday is willing to share expertise and information, a role model of professionalism and calm, and has demonstrated unwavering dedication to the NSW RFS and his communities.

## **Australian Fire Service Medal (AFSM)**

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

#### **Mr Steven John Hayes**

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

Chief Superintendent Steven Hayes began his career with Fire and Rescue NSW (FRNSW) in 1990, and has been stationed at Picton, Liverpool, St Andrews, Cabramatta, Macquarie Fields, and Narellan fire stations. He also served as zone commander and worked in management positions in operational information systems and operational communications support. For the last two years, he has held the position of chief superintendent of fire safety while also regularly attending fires and other emergency incidents, offering expert knowledge and guidance.

As the manager of Operational Communications, Chief Superintendent Hayes led significant organisational, operational, and fiscal reform in the face of unprecedented response complexities such as the 2019-20 Bushfires and the COVID-19 pandemic to keep NSW safe. He successfully oversaw business continuity in consultation with other agencies while implementing cultural reform in a highly trained and complex environment. This included internal restructuring, gender equity, and ongoing individual wellbeing support.

Chief Superintendent Hayes completed a six-month secondment to the NSW State Emergency Service (NSW SES) as an acting deputy commissioner where he was instrumental in leading and implementing organisational reform in close consultation with the commissioner, while also ensuring communities received emergency services help in the 2020-2021 eastern NSW floods.

Chief Superintendent Hayes was pivotal in ensuring safety and protection for commuters and emergency services during the development and implementation of the Sydney Metro railway network. His negotiation with Sydney Metro and the Office of the National Rail Safety Regulator saw the delivery of a safe, state-of-the-art rail network available for the people of NSW.

Chief Superintendent Hayes has served the community of NSW with distinction throughout his 35-year career. His leadership and contribution across the various and diverse roles he has held at FRNSW, along with his support to the NSW SES, has ensured the wellbeing and safety of all staff has been at the forefront of decision making, allocation of resources and service delivery to keep the people of NSW safe from harm.

## **Australian Fire Service Medal (AFSM)**

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

**Mr Philip Michael Hurst**, Kurrajong Heights NSW 2758

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

Mr Philip Hurst joined Kurrajong Heights Brigade in 1981. He served as senior deputy captain for 11 years from 2003 to 2014. He was the brigade treasurer for 25 years and has been a permit issuing officer since 2004. Mr Hurst has been an integral part of the Hawkesbury District's Learning and Development Team for many years, contributing to various operational training courses. He is the coordinator of the district's School Cadet Program, with many cadets going on to join brigades as firefighters.

In 2012, he was appointed as a deputy group captain in the Hawkesbury District. Mr Hurst has led numerous operational response deployments across the state and interstate. He has attended major fires within the Hawkesbury District, and numerous incidents, including more than 18 Section 44 emergency fires and many local, daily incidents. He serves as an operations officer during local major fire campaigns and as an operations and divisional commander for regular flooding events.

During the 2019-20 Black Summer bushfires, Mr Hurst played an integral role in the Gaspers Mountain and Three Mile fires as a divisional commander, risking his life during the many days of unprecedented extreme fire behaviour. Mr Hurst's staunch dedication and commitment to the NSW Rural Fire Service (RFS) and his contributions to the brigade are extensive. He is well-respected in the local community and highly regarded in the NSW RFS community.

## **Australian Fire Service Medal (AFSM)**

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

#### **Mr Mark Lewis**

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

Mr Mark Lewis has served the NSW Rural Fire Service (NSW RFS) since 1972 when he joined the North Arm Cove Brigade. He is currently serving as the deputy captain and has previously served as the senior deputy captain, captain, deputy group captain and group captain. He served as acting fire control officer for the Great Lakes District and was district instructor for the newly introduced Basic Bush Fire Course and Crew Leader Course.

Mr Lewis was state instructor for the initial chainsaw and rural fire driving instructor courses, contributing to the first rural fire driving manual. He was appointed as the deputy fire control officer at Port Stephens in 1991 and updated brigade training to a predominantly practical system.

Mr Lewis designed, drafted plans, prepared specifications, consulted affected residents, project managed and assisted the council in seeking tenders and quotes for the construction of the Port Stephens Fire Control Centre. He drafted comprehensive standard operating procedures for the district, updated them and promoted their use to the brigades, which were used until the introduction of the NSW RFS service standards.

Mr Lewis managed Port Stephens District through the staff transition to the NSW RFS employment from local government and through the initial zoning process. Mr Lewis was district manager before becoming superintendent for the Great Lakes District and Port Stephens and maintained his rank until retiring as a staff member in 2010.

Mr Lewis continues to volunteer for the North Arm Cove Brigade and was elected captain in 2014, building the brigade up to the operational brigade that it is today.

He has demonstrated a staunch professional attitude and duty to the NSW RFS over more than five decades of service, is well-respected by members and staff and has given countless hours of duty to the NSW RFS.



## **Australian Fire Service Medal (AFSM)**

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

**Mr John Douglas Nardi**, Coorabell NSW 2479

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

Mr John Nardi joined the former Goonengerry, Nashua and Eureka Bush Fire Brigade in the Byron Shire hinterland in 1971 and has continually served as an operational member for 54 years. Following expansion in the area, he was a founding member of the Federal Brigade in 1993 and the brigade's first senior deputy captain. Mr Nardi used his own farming equipment to undertake all earthworks of the site at his own expense.

Mr Nardi served as the deputy captain for 11 years, a brigade training officer for 16 years and was elected as captain in 2001, his current role. He has also held the role of the deputy group captain for the district and served as a permit officer for 15 years. Mr Nardi has assisted in significant campaign fires in the Clarence, Northern Rivers and Far North Coast areas, and assumed senior roles as sector and divisional commander. He has assisted in leading the NSW Rural Fire Service (NSW RFS) crews in community recovery for numerous events, including the 2022 North Coast floods and ex-Tropical Cyclone Debbie in 2017.

Mr Nardi represented the NSW RFS on the local Bush Fire Management Committee from 2015 to 2022 and contributed his local knowledge to the development of the Far North Coast Fire Access Fire Trail Plan in 2021. Despite weathering drought and personal hardship, Mr Nardi has continually prioritised the NSW RFS, Brigade and community before his own interests, with unwavering dedication and commitment.

## **Australian Fire Service Medal (AFSM)**

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

#### **Mr Mark David Porter**

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

Mr Mark Porter has dedicated over 41 years of service to Fire and Rescue NSW (FRNSW), beginning his career in 1983 serving at Liverpool, Lane Cove, Ashfield, and Cabramatta fire stations, as well as in the Hazmat and Breathing Apparatus section. He is currently a station officer in the Fire Safety Branch.

As fire safety assessor in the Fire Safety Policy Unit, his technical expertise and leadership has allowed him to shape fire safety regulations, contribute to national safety codes and standards, and drive systemic improvements for the public and firefighters. His work has extended far beyond the expectations of his position, playing a central role in the ongoing development of fire safety measures across Australia.

Mr Porter has represented FRNSW and the Australasian Fire and Emergency Services Authorities Council on several influential Australian standards committees, including those responsible for fire hydrant installations, automatic fire sprinkler systems, and water storage tanks for fire protection systems. He was instrumental in the revision of AS2419.1, the Australian standard for fire hydrant systems, directly influencing the design and implementation of key firefighting equipment. His contributions to the revision of these standards have set the stage for safer, more effective firefighting operations throughout Australia.

Mr Porter's vision and dedication to providing practical, realistic training for firefighters in a constantly evolving environment saw the development of a range of training props at FRNSW Emergency Services Academy. The training props developed incorporate a variety of fire safety systems including sprinklers, hydrants, booster assemblies, on-site pumps, water storage tanks, and pressure zones. These features now allow firefighters to gain a better understanding of the fire systems installed within the built environment. This training infrastructure is a direct result of Mr Porter's contributions and has enhanced FRNSW's training capacity and ensured firefighters are well-prepared for the modern firefighting challenges posed by urban environments.

Mr Porter's contributions to FRNSW, fire safety standards, and the broader fire safety community are immeasurable, and his work continues to shape the future of firefighting in Australia.

## **Australian Fire Service Medal (AFSM)**

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

**Mr Anthony David Prior**, Bellingen NSW 2454

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

Mr Anthony Prior joined National Parks and Wildlife Service in 1995. He completed his crew member training in 1996 and attended his first hazard reduction burn at Botany Bay National Park in July of that year.

Since that time, Mr Prior has served in a range of frontline roles including as incident controller, operations officer, air observer, air attack supervisor and divisional commander. Mr Prior has been involved in numerous interstate and overseas deployments including the 2009 Victorian bushfires as a task force leader, the 2016 Tasmanian fires as an air attack supervisor, and the 2008 USA deployment to Northern California Lightning Complex fires as a helicopter coordinator. In the 2019-2020 bushfire season, Mr Prior played a pivotal role protecting lives, property, and the environment as a divisional commander.

In his current role as the team leader of fire for the National Parks and Wildlife Service, North Coast Branch, Mr Prior brings 30 years of experience in fire management. Delivering over 400 hazard reduction burns across the branch and being an aviation specialist in the NSW large air tanker operations, his lifelong dedication to protecting communities and the environment is a testament to his passion and expertise.

Mr Prior's outstanding service, mentorship and innovative approach have made a profound impact on his colleagues, the agency, and the broader community.

## **Australian Fire Service Medal (AFSM)**

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

**Mr Neil Edward Shepherd, NSW**

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

Mr Neil Shepherd has demonstrated an ongoing passion and dedication to the field of training and improving the quality of course delivery over the past 20 years. He has delivered the full spectrum of NSW Rural Fire Service (NSW RFS) courses during his career and has been a strong advocate and leader of the Village Firefighter program.

Mr Shepherd has been an active RFS member for in excess of 20 years holding many and varied operational roles including deputy captain, senior deputy captain, captain and deputy group officer. During the 2019-20 bushfires, he led strike teams out of area, both in NSW and in Victoria. More recently he led a strike of RFS firefighters to Victoria to support their suppression efforts in early 2025.

Mr Shepherd led the delivery of this program for 15 years while also training and mentoring a generation of new instructors. Mr Shepherd spends countless weekends each year delivering and assessing courses across the Area Command, a role undertaken on top of his operational duties as both a brigade captain and deputy group captain.

Mr Shepherd was heavily involved as a volunteer in the development and delivery of the Area Command's Command and Leadership program and Divisional Commander workshops. Both initiatives aim to raise the quality of fireground leadership. Mr Shepherd was a founding member and is the current chair of the Zone Training Advisory Group and a member of the Area Command Training Advisory Group.

Most recently, Mr Shepherd led the training program in support of the operational adoption of breathing apparatus capability in the Southern Tablelands and is a volunteer representative on reference groups for breathing apparatus and village firefighting course development.

## **Australian Fire Service Medal (AFSM)**

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

**Mr Andrew David Southwell**, Rye Park NSW 2586

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

Mr Andrew Southwell joined the Rye Park Brigade in 1977. Between 1977 and 2005, Mr Southwell displayed extensive leadership within the brigade by undertaking the roles of deputy captain, permit officer, vice president and president. He was a captain for 10 years. He was elected as a group officer in 2005, a position that he still holds today.

Mr Southwell has shown distinguished service in the area of community risk management. He was heavily involved in the development of the recently approved South West Slopes' next generation Bush Fire Risk Management Plan, one of the first approved in NSW, with Mr Southwell's involvement greatly assisting this achievement.

Mr Southwell's commitment and dedication as a long-serving member of the Bush Fire Management Committee and Community Risk Workgroup enabled him to provide significant input in identifying risks and treatments, particularly in the Boorowa area. Mr Southwell has played a pivotal role in planning for hazard reduction burns across the district and has also undertaken leadership roles in a number of community engagement activities.

Mr Southwell has undertaken multiple divisional commander roles at fires over the past 20 years, including the Lodgevale, Watershed and Geegullalong road section 44 bushfire emergencies.

Mr Southwell's calm and professional approach to incident management is widely respected across the South West Slopes. He has also lead strike teams on out-of-area deployments.

Mr Southwell has a passion for community risk management and with extensive operational experience, he has proven his leadership skills.

## **Australian Fire Service Medal (AFSM)**

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

**Mr Andrew Graeme Sweeney, NSW**

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

Mr Andrew Sweeney was first elected as a group captain in 2014. He was the captain of Gerringong Brigade for six years before becoming the group captain of Illawarra Brigade. He is a member of the Illawarra/Sutherland leadership team, the Illawarra senior management team, and the Bush Fire Risk Management Committee. He is also the coordinator of the district crew leader course, and coordinator and a member of the remote area firefighting team. As an area command and leadership team member, he provides a vital and effective link between the staff and volunteers.

Mr Sweeney demonstrates dedicated, advanced and proactive leadership, resulting in outstanding cooperation, understanding and performance. He is an authorised wildfire and structural fire investigator and conducted numerous investigations during the 2019–20 Black Summer bushfires, including the Green Wattle Creek fire.

Mr Sweeney consistently and positively promotes the NSW Rural Fire Service (NSW RFS) and his pride and enthusiasm at a senior leadership level have come to be widely respected. His professional approach has resulted in him being a great ambassador for the NSW RFS.

## **Australian Fire Service Medal (AFSM)**

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

**Mr Stephen Robert Walker**, Mildura VIC 3500

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

Since 2013, Mr Stephen Walker has been the district manager of the NSW Rural Fire Service (NSW RFS) Lower Western Zone, comprising of Wentworth Shire and Balranald Shire Council areas. He started with the NSW RFS in 2000 as an operations officer, after 10 years as a firefighting supervisor for the then Department of Natural Resources and Environment in Victoria. Under his leadership, active brigade membership has continued, with a solid and active volunteer base that continues to provide much-needed support to their communities.

Mr Walker supports brigade initiatives such as the Police and Fireman's Charity Golf Day for which he worked tirelessly to promote, source sponsorship and manage the annual event with strengthened working relationships between all emergency service agencies, while raising funds for local charities and organisations.

As fire investigator, Mr Walker assists forensic police and detectives in determining the origin and cause of bush and structural fires locally and across the state, including the devastating Canberra fires in 2003. He has trained and mentored investigators from fire agencies and the police across NSW and assisted the management of large, prolonged and complex bushfire events.

Mr Walker helped coordinate the strategic fire trail network across Wentworth and Balranald shires to protect remote communities. He supports his volunteers, including in times of need, and supports recruitment and training across the district in remote areas and established townships. His diligence and dedication to the local area is well-known among staff and volunteer ranks and he is held in extremely high regard by other emergency services, land managers and local government.

Mr Walker has spent countless hours consoling those in their time of need and he continues to provide support to those that need him. He promotes the value of NSW RFS membership in his communities and continues to support recruitment and training across the district in remote areas and established townships.

## **Australian Fire Service Medal (AFSM)**

### **Victoria**

**Mr Colin James Brown**, Warrandyte VIC 3113

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

Mr Colin Brown is a current volunteer member of the Warrandyte Country Fire Authority (CFA) Brigade. He is a Fire Rescue Victoria (FRV) commander seconded to CFA District 13, and former CFA deputy group officer of the Seymour Fire Brigades Group and has made a significant contribution in the protection of life and property during emergency incidents.

With over four decades of diligent and distinguished service to the CFA in a variety of roles, he has demonstrated exceptional leadership and commitment during multiple emergency incidents including the 2009 Black Saturday fires and the 2019 Cambarville fires.

Mr Brown's actions and operational experience during and following these fires, led to significant changes with the implementation of township protection plans in Victoria, including modifications to improve the effectiveness of several incident control centres and the development of the highly successful Your Emergency Services program for the Yarra Ranges.

Mr Brown's commitment to inclusivity and diversity in operational roles involving air operations and fire investigation paved the way for the first accredited female CFA air observer, and joint agency training manual between CFA and the Department of Energy, Environment and Climate Action.

His outstanding dedication and professionalism in improving operational incident management and fire safety has gone over and above any reasonable expectations and embodies the true spirit of an exceptional fire fighter.



## **Australian Fire Service Medal (AFSM)**

### **Victoria**

**Mrs Sharon Ann Kennelly-Merritt**, Macclesfield VIC 3782

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

Mrs Sharon Kennelly-Merritt commenced with Country Fire Authority (CFA) on 7 July 1996. Initially joining as a volunteer firefighter at Macclesfield Fire Brigade, she has served in a range of roles including third, second and first lieutenant and is currently the brigade captain, a position she has held for the past 21 years. As well as her active firefighting roles, she provides additional frontline service working within incident management teams as a safety officer and fire behaviour analyst. Alongside her frontline work, Mrs Kennelly-Merritt commenced employment with CFA in August 2000 holding positions of assessor, facilitator and then eleven years as a vegetation management officer.

Mrs Kennelly-Merritt has demonstrated outstanding service during numerous significant incidents, including the 2019-2020 Victorian fires, where she served as a level 3 Incident Management Team safety officer. Her extensive experience spans local, interstate, and international deployments, including critical roles in the 2009 Black Saturday fires, 2014 Hornsby NSW fires and the 2015 Canada deployment. As a qualified sector commander, strike team leader and crew leader, she has played a vital role in response, incident management and community safety.

Mrs Kennelly-Merritt's leadership extends beyond fire response. She has been instrumental in establishing one of only two large animal rescue units in the state. As the first female captain within the Dandenong Ranges Group, she has inspired a new generation of female firefighters, successfully doubling their representation in her brigade. Her commitment to mentoring and fostering leadership among her peers underscores her dedication to community and organisational growth. Mrs Kennelly-Merritt has made a significant contribution to the safety and wellbeing of both her local community of Macclesfield and further afield throughout her 29 years of volunteering and employment with CFA.

## **Australian Fire Service Medal (AFSM)**

### **Victoria**

**Mr Peter Damien Langridge**, Montrose VIC 3765

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

The strong safety culture enshrined in the Country Fire Authority (CFA) is a reflection of the important contribution volunteer and staff member Mr Peter Langridge has made over his long and distinguished career at CFA and in the emergency services.

Highly regarded as an experienced medical researcher and practitioner, Mr Langridge's genuine interest in volunteers and their health and safety has influenced and led to many significant changes in the fire and emergency management space. He has transformed CFA's approach to health monitoring and firefighter rehabilitation through the establishment of a network of volunteer health response teams across the state, leading to a safer fireground for firefighters. His research into firefighter health has also led to the implementation and development of new programs and training.

Mr Langridge spent 45 days at the site of the 2014 Hazelwood coal mine fire to ensure the safety of members and fellow emergency service workers. Mr Langridge has also led health monitoring of this nature at many other large and long duration fires including the 2009 fires, the 2019-20 fires, Kaladbro peat fire, Somerton tip fire, Portland ship fire and Coolaroo Recycling Plant fire. He also has and continues to attend incidents to provide health monitoring and rehab support in his capacity as a volunteer.

As a core member of the CFA Pandemic Management Team, Mr Langridge's efforts, knowledge and focus on the health and safety of all members was vital to CFA's successful response to the COVID-19 pandemic. Central to this, was the training he developed and delivered across the sector to ensure members were kept safe whilst on the fireground. A CFA volunteer for more than 20 years, Mr Langridge was a founding member of the District 13 Headquarters Brigade and its captain for four years.

## **Australian Fire Service Medal (AFSM)**

### **Victoria**

**Mr Shaun Patrick Lawlor**, Lima VIC 3673

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

Mr Shaun Lawlor commenced service as a firefighter with the Department of Energy, Environment, and Climate Action (DEECA) in December 1989 as a member of the Mobile Support Crew, Heyfield (formerly the Department of Conservation, Forests and Lands).

Since that time, Mr Lawlor has performed his primary fire role as an air attack supervisor for 28 years and his secondary fire role as an operations officer for 31 years at numerous fires. His substantive position is the regional manager for Forest and Fire Programs, in the Hume region of the Forest and Fire Operations Division.

Mr Lawlor has attended every major fire in Victoria in the last 35 years including 1998 Caledonia fire, 2002-03 Alpine fires, 2006-07 Great Divide fires, 2009 Black Saturday fires, 2013 Harrietville fire, and 2019-20 Black Summer fire either as air attack supervisor or in his role as an operations officer.

Mr Lawlor has represented DEECA at the 2009 Bushfires Royal Commission which included preparation of the 2009 Beechworth and Murrindindi fires presentation and preparation of the narrative for the Emergency Services Commissioner chronology of events for the 2013 Harrietville – Alpine North bushfire.

He has led the implementation and delivery of integrated fire management programs including the Reducing Bushfire Risk program, the Strategic Fuel Breaks program and the Joint Fuel Management program.

He has also led the establishment of the Hume region Continuous Improvement Program in 2013. Key achievements since its inception are development of the Model of Bushfire Response, the initiation of the Securing Water Supplies in Remote Areas for Firefighting project, fuel treatability mapping and enhanced fire management zone categories to assist with landscape mosaic burn identification and planning.

## **Australian Fire Service Medal (AFSM)**

### **Victoria**

**Mr Anthony Carmel Scicluna, VIC**

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

Mr Anthony Scicluna has spent his life in both a volunteer and career capacity dedicated to forest fire management and bushfire firefighter training while remaining an operational firefighter. From 1990, Mr Scicluna spent 10 years with the Department of Natural Resources and Environment, bringing this expertise to the Country Fire Authority (CFA). For the past 40 years, Mr Scicluna has shared his infinite bush firefighter and firemanship skills, knowledge, experience, wisdom and advice to the benefit of many people.

Mr Scicluna is a volunteer, a frontline firefighter and a courageous leader and mentor. As a wildfire instructor he has been instrumental in developing and delivering CFA's initial core firefighter training module, wildfire firefighter minimum skills and most recently championing the Chainsaw Program and the introduction of the General Firefighter Program. He has delivered his excellent and innovative training to thousands of firefighters and developed many hundreds of skilled leaders in turn. CFA have benefited from his consistency and demonstrated excellence in the performance of all his roles. His insistent concentration and commitment to teaching safe work practices has saved lives.

Mr Scicluna has displayed dedication, innovation, consistency and insistence on safety and respect. He is recognised for his work with junior firefighters and his extensive and enduring service as a frontline firefighter across multiple fire management agencies and roles. He has drilled safety into CFA's collective psyche with his "look up" catchphrase.

Mr Scicluna has been exemplary in his teachings, in his constant modelling of a culture of safety, respect and cooperation on the fireground. Mr Scicluna is a mentor, trainer, assessor, volunteer, firefighter, forester, bushman, and professional to the core.

## **Australian Fire Service Medal (AFSM)**

### **Victoria**

**Mr Andrew Paul Waterson**, Newport VIC 3015

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

As the acting deputy commissioner, Mr Andrew Waterson has dedicated himself to improving the safety of firefighters across fire and rescue for over 35 years, demonstrated by his impact on firefighting including specialist response, training and harmonisation.

He commenced with the Country Fire Authority (CFA) as a junior volunteer in 1985, becoming a career firefighter in 2001. He is an accredited level 2 operations officer and incident controller and has been deployed to many significant emergencies including 2009 Black Saturday bushfires, 2010-2011 Queensland floods and 2019-2020 Black Summer fires.

Notably he played a key role in the development of CFA's urban search and rescue (USAR), including the multi-agency category 1 course. He was an endorsed aerial assessor on behalf of WorkSafe and helped integrate enhanced aerial appliances into CFA, contributing to operational readiness and safety.

Mr Waterson joined Fire Rescue Victoria in 2020 as the commander of Emergency Management Liaison and played a lead role in re-establishing major events post COVID-19. He was promoted to assistant chief fire officer of Policy, Planning and Operational Guidance where he played a pivotal role in setting the foundations for harmonising legacy operational doctrine from CFA and the former Metropolitan Fire Brigade.

As the acting deputy commissioner of Operational Training, he has been instrumental in driving significant improvements in strategic direction, culture, and harmonisation of training. Under his leadership there has been a substantial increase in the delivery of training courses and the number of personnel trained.

Through his visionary leadership, innovative doctrine development, and dedication to collaboration, Mr Waterson has set a new standard for operational excellence. His contributions to driver education, USAR and aerial capabilities have a lasting impact on safety, training and preparedness of firefighters across multiple agencies.

## **Australian Fire Service Medal (AFSM)**

### ***Queensland***

**Miss Paula Jane Douglas, QLD**

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

Ms Paula Douglas commenced her career as a professional firefighter in 2007 and currently holds the rank of inspector. During her career, Ms Douglas has provided exemplary and distinguished service to the Queensland Fire Department (QFD), demonstrating strong leadership and mentorship of operational staff as a peer and a leader. Her leadership has had a significant effect on the fire and rescue service across the South Western region of Queensland.

Ms Douglas's achievements have regularly been the result of her willingness to take on new challenges, many of these being self-initiated and unsolicited, accepting responsibility for issues beyond what is necessarily part of her core role. Of particular note is Ms Douglas's sustained commitment and dedication to empowering women within fire and emergency services.

Through her involvement in initiatives such as the co-establishment and growth of the Fire and Rescue Frontline Women's Network across the state of Queensland, assisting the Rural Fire Service Queensland in launching their own Frontline Women's Network and the development and delivery of the QFD Girls Firefighter Experience Camp, Ms Douglas is inspiring and engaging young women and providing them with a pathway into the firefighting profession.

Ms Douglas has demonstrated exceptional commitment to fostering diversity, inclusion and the advancement of women within QFD. She always acts in a professional and cheerful manner and goes out of her way to assist people. Her compassion and dedication to promoting a supportive environment has paved the way for many women within the QFD to achieve their potential.

## **Australian Fire Service Medal (AFSM)**

### **Queensland**

**Mr Matthew Edmund Inwood**, Mooloolaba QLD 4557

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

Mr Matthew Inwood commenced service with the NSW Rural Fire Service in 1997. Since that time, he has served in a range of frontline roles including as district coordinator, media officer, audit and compliance officer, acting regional manager, deputy fire control officer, and fire control officer.

After 22 years with the NSW Rural Fire Service, Mr Inwood commenced service with the Rural Fire Service Queensland in 2019. Since that time, he has served in a range of frontline roles including as the inspector area director of the Sunshine Coast, superintendent of Incident Management and Capability Development, chief superintendent of State Capability and Training and as assistant commissioner. He is currently serving as the deputy chief officer of the South Western Region.

Mr Inwood is a dynamic, highly motivated leader, with extensive experience and expertise in leadership, management of staff and volunteer fire fighters, including administration, training, community engagement, on ground command and control of personnel and resource management.

With over 27 years of firefighting and emergency management experience, he has demonstrated high level holistic, strategic knowledge and understanding of service provision of rural fire service and emergency management. He has a high level of operational leadership, managing varying scales of incidents using the Australasian Inter-Service Incident Management System methodology.

During the 2019 bushfires of Peregrine Springs, Coolumb Beach and Bells Creek, Mr Inwood demonstrated his high-level incident management skills as the incident controller. His leadership ensured the successful management of the fires and resulted in a minimal impact event that had potential catastrophic consequences if not extinguished.

Mr Inwood has served the Rural Fire Service Queensland and made a significant contribution to the safety and wellbeing of the communities of Queensland and New South Wales throughout his career, particularly during the challenges of the Sunshine Coast, Fraser Island and South Western Region bushfires.

## **Australian Fire Service Medal (AFSM)**

### ***Queensland***

**Mr Ricky Philip May, QLD**

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

Mr Ricky May commenced with the fire service in Queensland as a professional firefighter in 1986. Throughout his career, he has demonstrated distinguished service and currently holds the rank of superintendent. He is recognised for his leadership, critical firefighting expertise and relentless commitment to building realistic training to strengthen the capability of firefighters to best prepare them for the dynamic firefighting environment.

He has served in a range of positions across the Queensland Fire Department (QFD). Most notably are the training related positions where Mr May has excelled, demonstrating his exemplary leadership and innovation for strengthening firefighting capability through maximum educational experiences and the delivery of realistic training.

This was recently demonstrated via enabling the research and development of gas fired simulator technology to deliver accessible and realistic firefighting training. Mr Mays's significant commitment and investment over the last eight years has contributed to QFD having industry recognised live fire training facilities, instructors, and a network of mobile gas fire simulators, known as Mobile Flashover Training Cells, to strengthen firefighting capability throughout the state. The gas fired simulator technology and training provides a safer and more reliable alternative to carbonaceous style of firefighting training, by reducing the carbonaceous exposure risks to our firefighters and the environment.

Mr May is recognised as a fire officer who strives for excellence and exemplifies the organisation's values in supporting our people. It is through his distinguished service that Mr May has contributed to safer firefighters and safer Queensland communities as a result.



## **Australian Fire Service Medal (AFSM)**

### ***Queensland***

**Mr Errol Leslie Noye**, Turkey Beach QLD 4678

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

Mr Errol Noye is a rural firefighter with the Rural Fire Service Queensland, commencing with the Turkey Beach Rural Fire Brigade in the role of support member in 2006. Since joining, he has demonstrated unwavering commitment and innovative spirit, rising to the role of first officer by 2011, a role he continues to fulfill with distinction.

In his capacity as an equipment officer, Mr Noye ensures that all brigade equipment is meticulously maintained and operationally ready, a testament to his dedication to safety and preparedness. Taking on the role of the group officer for Miriam Vale in 2016, he has successfully fostered collaboration between the Miriam Vale and Port Curtis brigades, enhancing their operational effectiveness through joint meetings and coordinated hazard reduction efforts.

Mr Noye has led significant infrastructure projects, including the construction of a new appliance shed and the renovation of facilities at the Turkey Beach station. These improvements have created essential training spaces, significantly bolstering the brigade's capabilities. His focus on education extends beyond the brigade, as he actively trains landowners on fire preparedness and works with the Gladstone Regional Council to ensure community safety through controlled burns.

His operational leadership during major incidents such as the Deep Water, Gaythorne, and Lowmead fires highlights his capacity to manage complex situations effectively. Mr Noye has served as an incident controller and division commander, showcasing his ability to lead in high-pressure environments. His recent deployments, including the 2023 Miles fire and multiple missions during the 2019 New South Wales fires, further illustrate his commitment to the safety of communities beyond his own.

Mr Noye's outstanding commitment to innovation, operational excellence, and leadership development in others has not only strengthened the Turkey Beach Rural Fire Brigade but has also significantly benefited the broader Central Queensland region. His service embodies the spirit of community resilience and preparedness, making him an invaluable asset to all he serves.

## **Australian Fire Service Medal (AFSM)**

### **Queensland**

**Mr Gregory Konrad Toman, QLD**

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

Mr Gregory Toman commenced his career with the Queensland Fire Department (QFD) in 1998 as an urban firefighter, and after almost 27 years continues to dedicate his service to frontline firefighting operations within the Greater Brisbane region.

Mr Toman commenced his career at Kemp Place Fire and Rescue Station and served at various stations until he transferred to the Caloundra Fire and Rescue Station in 2013. Mr Toman has been stationed at Maroochydore Fire and Rescue Station since 2022 as a senior firefighter.

During his service Mr Toman has been instrumental in leading, creating and facilitating the implementation of mountain rescue as a new technical rescue discipline in QFD. In 2019, Mr Toman completed a Churchill Fellowship to assist emergency service organisations to enhance the overall safety of rescuers and those requiring rescue in mountainous and austere environments. As a result of Mr Toman's drive and commitment to mountain rescue, he prepared and presented a successful submission for the department's membership with the international peak body, the International Commission of Alpine Rescue. Due to his submission, QFD has obtained international accreditation as a tier 2 rescue organisation, joining the ranks of elite mountain rescue organisations from Europe and America.

Mr Toman continues to perform above and beyond the expectation of his rank, developing and presenting proposals to senior levels of management and negotiating procedures and agreements with key stakeholders and external partners. He has also met with traditional native title owners ensuring QFD had the blessing of the traditional elders to access the mountains and alleviating any reservations they may have had in regard to damage to their sacred mountain. This has strengthened relationships with the Traditional Elders and Queensland Parks and Wildlife Service.

Mr Toman's work has steered the QFD mountain rescue capability to an international standard, meeting the needs of the community and ensuring crew safety. His 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 asset to both QFD and the Queensland community.

## **Australian Fire Service Medal (AFSM)**

### ***Western Australia***

**Mr Philip Thomas Brandrett**, Bridgetown WA 6255

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

Since starting as a trainee firefighter with the Fire and Emergency Services Authority in 1992, Mr Philip Brandrett has provided the WA community with 32 years of dedicated service. In 2018 he was promoted to the position of superintendent of the Lower South West, where he has made significant contributions to regional emergency management. Notable incidents include the 2021 Calgardup bushfire, February 2022 Bridgetown bushfires, and recent February 2025 O'Sullivan and Chesapeake bushfires, where he demonstrated exceptional leadership in managing and supporting complex incidents.

Mr Brandrett's firefighting experience, combined with his ability to coordinate multiple stakeholders, has been instrumental in resolving emergencies and ensuring community protection. In 2021, he was deployed as the deputy incident controller following the devastating impact of Tropical Cyclone Seroja. He played a critical role in establishing a long-term recovery process, coordinating efforts across 16 local governments in an area over 133,000 km<sup>2</sup>.

Mr Brandrett created the Blackwood Valley Zone Response Plan in 2019, formalising a coordinated ground and aerial bushfire response across four local governments and key agencies. The plan has been successfully tested during several bushfire incidents, significantly reducing impacts to state plantation assets and farming communities.

In 2023, he worked with the City of Busselton and over 30 community stakeholders to pioneer a collaborative program focused on community emergency preparedness, engaging with residents through participatory workshops, activities and demonstrations. Beyond operational roles, Mr Brandrett's influence extends to mentoring and supporting the mental health of both the Department of Fire and Emergency Services staff and volunteers. His ongoing support has been crucial to the wellbeing of staff, particularly after traumatic events, ensuring the resilience and ongoing strength of the organisation.

## **Australian Fire Service Medal (AFSM)**

### ***Western Australia***

**Mrs Simone Tracey Conklin, WA**

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

Mrs Simone Conklin has been involved in emergency services since 1994 and has been the captain of Eucla Volunteer Fire and Emergency Service (VFES) since 2010. Located in one of the most remote areas of Western Australia, Eucla VFES covers 550 km of the Eyre Highway, responding to a range of emergencies that includes aircraft and road crashes, bushfires, hazardous material spills and structural fires.

Mrs Conklin has attended over 98% of incidents since 2014, with the isolation of the area meaning she often handles critical incidents with minimal support, frequently being the sole responder for hours until help arrives from distant brigades. She has shown outstanding leadership, decision-making and calmness under pressure in numerous emergency situations. One example being a truck fire at Border Village in 2021, which put the roadhouse at serious risk due to the proximity of the fire to the fuel bowzers, increasing the potential for explosion. Mrs Conklin's actions in isolating the area and ensuring that those present were kept at a safe distance, as well as leading her crew in extinguishing the blaze, saved the roadhouse and ensured everyone was unharmed. She has also responded to serious road and aircraft crashes in both WA and SA which have involved casualties with serious, life-threatening injuries who have required airlifting.

In addition to responding to incidents, Mrs Conklin was involved in securing funding for Eucla's airstrip upgrade, which plays a vital role for emergency services and the community. Mrs Conklin's dedication sees her constantly seeking ways to improve and increase public awareness. In 2023 she consulted with the Eucla community, Eucla Police and the Department of Fire and Emergency Services on a suitable evacuation plan for the town. This has now led to discussions with the SA Country Fire Service for them to develop evacuation plans for Border Village as well.

## **Australian Fire Service Medal (AFSM)**

### ***Western Australia***

**Mr Anthony William Dodd, WA**

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

Mr Anthony Dodd's service as a volunteer firefighter spans over four decades, during which time he has made an enduring impact on multiple volunteer fire and rescue services (VFRS) across Western Australia. His career as a high school teacher meant he had to move frequently but his commitment to firefighting meant that no matter where he was stationed, he was among the most dependable responders.

From 1973 to 2015, Mr Dodd actively served at Bassendean, Kambalda, Katanning, Harvey, Kalgoorlie South and Mandurah VFRS. Between 2000 and 2015 alone, he responded to more than 900 incidents, a remarkable testament to his commitment to the community. His reliability and dedication were well known among his peers, particularly in the Kalgoorlie area, where he rarely missed a call to action.

Mr Dodd continues to serve as a reserve firefighter and is always ready to step in during prolonged incidents and to share his knowledge with younger firefighters. His wealth of experience, ranging from road crashes to large-scale structure fires, makes him an invaluable resource to his brigade. Beyond his frontline service, Mr Dodd has played a crucial role in initiatives focussed on improving firefighter safety in high-risk environments such as working at heights.

His contribution also extends to junior firefighter development through coaching and judging firefighting competitions, along with his leadership in senior firefighting competitions. His efforts have had a lasting impact on training, recruitment and community building in WA's VFRS.

## **Australian Fire Service Medal (AFSM)**

### ***Western Australia***

**Mr Ian Ross MacGregor**, Toodyay WA 6566

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

Mr Ian MacGregor has been an exemplary volunteer with the Toodyay Volunteer Fire and Rescue Service (VFRS) since 1993 and has held the position of captain for over two decades. Mr MacGregor has for many years been an advocate for bushfire mitigation in and around Toodyay and in 2017, in recognition of his fire management experience and respect of his peers, he was appointed by the Shire of Toodyay as a bush fire control officer. He continues in this role today.

Mr MacGregor has demonstrated outstanding leadership and resilience during some of the most challenging and emotionally demanding incidents. During one such incident in 2022, Mr MacGregor was the first on the scene and assumed the role of the incident controller at a tragic road crash in Western Australia's Wheatbelt. The incident involved a collision between a vehicle carrying a 30-year-old mother and her six children and a truck. Mr MacGregor led his team in the swift and delicate extrication of the children from the vehicle, coordinating their transfer to paramedics. His ability to lead under extreme pressure was not only effective but also deeply compassionate, and in the aftermath of the incident he ensured that the responders involved had the emotional support they needed.

Notably, Mr MacGregor was responsible for initiating a peer support system for brigade captains to address the mental health and wellbeing of leaders, filling a gap in support. In 2020, he actively promoted a program aimed at encouraging women to volunteer, resulting in Toodyay VFRS now boasting one of the highest female-to-male ratios in the state. This reflects Mr MacGregor's ability to foster a culture of inclusivity within the brigade, mentoring and coaching members to embrace diversity and adapt to evolving community needs. His efforts have had a positive impact on both his brigade and the broader emergency services community.

## **Australian Fire Service Medal (AFSM)**

### ***Western Australia***

**Assistant Commissioner Danny Steven Mosconi, Palmyra WA 6157**

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

In his 31 year career in emergency services, Assistant Commissioner Danny Mosconi has provided remarkable service to the community of Western Australia. He has years of experience managing large-scale incidents across various hazards, including road crash rescues, hazardous material incidents, bushfires, structural fires and other natural disasters.

Assistant Commissioner Mosconi is an incident controller and has led a number of significant operations, such as the 2019 Esperance complex of fires, 2020 Yanchep fire, 2021 Wooroloo bushfire and 2022 Bridgetown fire. During these major events he has involved strategic decision-making and operational leadership under extreme pressure, and his expertise has been pivotal in managing resources and coordinating complex efforts across multiple agencies. As the chief superintendent of the Department of Fire and Emergency Services' (DFES) State Operations Centre, he played a key role in overseeing the response to Tropical Cyclone Seroja in 2021.

In charge of state level coordination, he liaised with jurisdictions across Australia, the Department of Health and WA Police to ensure WA received incident support personnel in a COVID-19 safe way. Assistant Commissioner Mosconi has also made lasting contributions to improving emergency service delivery. While in the Lower South West, he led the Capes Enhanced Service Delivery Project. This improved firefighting capability in the Margaret River area, including establishing dual-registered brigades and enhancing volunteer training and equipment.

Since becoming an assistant commissioner in 2022, he has overseen significant improvements in DFES asset management including the development of new fleet and infrastructure. Under his leadership, there have been extensive upgrades to facilities, enhancing both volunteer and career work environments and supporting better training and maintenance of essential equipment.

## **Australian Fire Service Medal (AFSM)**

### ***South Australia***

**Mr Gideon James Douglas**, Balhannah SA 5242

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

Mr Gideon Douglas began his career with the South Australian Metropolitan Fire Service (MFS) in 2002 as a firefighter. He later served as a communications operator on short-term secondments in 2004 and 2007, before becoming a senior firefighter at Salisbury Fire Station in 2007. Mr Douglas was promoted to station officer (reliever) from 2008 to 2023 and served as station officer in the Learning & Development team from 2011 to 2013. Since 2023, he has been stationed at Glen Osmond Fire Station as a crew leader while continuing his work in the Learning & Development team, especially in transport and technical rescue.

Mr Douglas' significant contribution to MFS rescue capabilities is most evident in his leadership in road crash rescue (RCR). His efforts in improving road crash extrication services led to his team's success in the Australasian Rescue Organisation challenge, winning first place in the Australian Rescue Challenge in both 2022 and 2023. He has developed and delivered specialised RCR training courses, significantly raising the standard of rescue skills for both recruits and seasoned personnel.

In addition to RCR, Mr Douglas has been an active member of the South Australian Urban Search and Rescue taskforce since 2006. His work on improving MFS equipment, such as developing a fit-for-purpose level 1 coat for rural and rescue incidents, has enhanced safety and reduced risks for firefighters.

Mr Douglas has also demonstrated leadership in bushfire deployments, serving as MFS deployment commander during the 2019 New South Wales bushfires, and has supported the Pacific Island Partnership Program by training Tongan firefighters. Mr Douglas has displayed outstanding leadership, innovation in rescue practices, and commitment to MFS excellence.



## **Australian Fire Service Medal (AFSM)**

### ***South Australia***

**Mr Gregory Robert James**, Balhannah SA 5242

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

Mr Gregory James has been a dedicated volunteer of the South Australian Country Fire Service (CFS) for 49 years, joining the service on 31 December 1975. Throughout his long career, he has held numerous leadership and operational roles, making significant contributions to the service. Mr James served as a lieutenant with the Oakbank/Balhannah brigade for 22 years, as a captain from 2002 to 2009, and as the president from 1986 to 2002. He also held the role of the administration coordinator in two separate terms, from 1984 to 1986 and again from 1993 to 1994. Since 2009, he has served as the deputy group officer for the Onkaparinga Group and has been the group's finance coordinator since 2017. Additionally, he has contributed to the Regional IT Working Party for three years.

Mr James has combined frontline leadership with innovative contributions to the CFS, having been exposed to numerous hazardous fireground situations over his career. His leadership in Oakbank/Balhannah ensured the brigade was always ready to respond to emergencies. As the deputy group officer, he has been instrumental in improving operational practices and mentoring future leaders, particularly with a focus on technology to enhance fireground safety and efficiency.

A key achievement of Mr James is his pioneering work with the Broadcast, Alert, Respond, Turnout (BART), which he began testing in 2015. His involvement in developing and shaping BART's functionality has been transformative, making it a crucial tool for over 7,000 CFS volunteers statewide. His advocacy for incorporating satellite imagery and location tracking within BART has greatly enhanced its effectiveness.

Mr James's leadership in operational innovations, such as GPS-enabled tablets for fire appliances and thermal imaging cameras, further highlights his lasting impact. His commitment to improving CFS operations, mentoring fellow volunteers, and advancing firefighting technology have left a lasting legacy for CFS personnel statewide.

## **Australian Fire Service Medal (AFSM)**

### ***South Australia***

**Mr Gordon James Sandford**, St Agnes SA 5097

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

Mr Gordon Sandford has served the Tea Tree Gully Emergency Fire Service and the Country Fire Service (CFS) since 1967, driven by a deep commitment to protecting his community. Over nearly five decades, Mr Sandford has held several senior leadership roles, including senior firefighter, lieutenant, captain, group captain, and as the inaugural group officer of the Para CFS group in 1989.

Mr Sandford's career is defined by his exceptional leadership, technical expertise, and innovative contributions to firefighting and bushfire investigation. A notable achievement was his leadership during the aftermath of the Ash Wednesday fires in 1983, where he led the replacement of a fire truck lost in the blaze. The decision to choose the RFW (Robert Whitehead) truck, a groundbreaking design at the time, was controversial but ultimately proven to be visionary. The vehicle became a critical asset, remaining in service for 25 years and setting a new standard for firefighting vehicles.

Mr Sandford has also significantly advanced fire investigation within the CFS. After completing training in bushfire fire investigation, he became an endorsed fire investigator in 2015. He has led investigations across multiple regions, some resulting in criminal charges, and has mentored future investigators, raising standards in the field.

Mr Sandford was also part of the Level 3 Incident Management Teams for nearly 10 years, having taken part in the management of several major fires during that time across South Australia and including the Black Saturday fire in Victoria in 2006

Mr Sandford's dedication extends beyond his operational roles. He has been a long-serving member of the CFS Volunteers Association, advocating for the needs of volunteers in key projects. Mr Sandford played a crucial role in ensuring volunteer needs were considered in the development of systems like the SA Computer Aided Dispatch System and in the selection of new communication radios. His leadership in these areas has greatly enhanced the safety and efficiency of CFS volunteers.

Mr Sandford's near five-decade career is marked by outstanding technical and operational contributions, leadership, and a deep commitment to volunteer welfare.

## **Australian Fire Service Medal (AFSM)**

### ***South Australia***

**Mr John Robert Wright**, Greenhill SA 5140

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

Mr John Wright has displayed distinguished service to the South Australian Country Fire Service (CFS), particularly his innovative, exemplary, and sustained leadership in training, incident management, the Region 1 Operations Brigade and as an operational firefighter with the Greenhill Brigade. With 45 years of volunteer service, Mr Wright has made significant contributions to CFS operations and training.

Mr Wright began his service in 1980 as a firefighter at Summertown Brigade, was a member of the committee which was instrumental in the formation of the Greenhill CFS in 1980 and, being a foundation member of the brigade, later joining the Mt Lofty Ranges CFS Brigade where he played a pivotal role in developing volunteer training programs. He helped establish the Region 1 Operations Brigade, which provides critical forward control support during major incidents. As the brigade's inaugural captain, Mr Wright transformed it into a sophisticated incident management resource, incorporating the Australasian Inter-service Incident Management System (AIIIMS) system. His early adoption of computer technology in the brigade demonstrated his forward-thinking leadership.

In the 1980s, Mr Wright initiated the creation of the Mt Lofty Training Centre, which became the State Training Centre, delivering Level 3 and Level 4 Firefighter training. His dedication to training continued as he developed the Incident Management Exercises program, now known as the Functional Management Development Program, which remains integral to CFS training today.

Mr Wright's expertise extends to incident management system development, including the creation of documentation and procedures that continue to support incident management teams. He has been instrumental in establishing State and region level 2 and level 3 incident management teams and remains actively involved in incident management roles.

A passionate volunteer, Mr Wright has contributed to numerous deployments across Australia, including international assignments. Mr Wright's leadership, innovation, and unwavering commitment to training, systems development, and community service have had a profound and lasting impact on the CFS and the communities it serves.

## **Australian Fire Service Medal (AFSM)**

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

**Mr Robert Ian Gore, ACT**

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

Mr Robert Gore commenced service with the ACT Rural Fire Service (ACT RFS) in 1994. Since that time, he has held a range of operational and administrative roles within the service including deputy captain, captain, group captain, secretary and president. Mr Gore has also actively contributed to the ACT State Emergency Service in the past.

Mr Gore has volunteered for both operational and administrative activities, including hundreds of hours of fire suppression and prevention activities. He has actively participated in and organised ACT field days, cross border exercises and social events.

Mr Gore has invested considerable time and energy into developing the ACT's volunteer fire fighters. He has trained and assessed ACT RFS members across a variety of competencies from basic bushfire fighter to advanced firefighting modules, village fire fighter and the crew leader course, which he was instrumental in getting up and running in 2014. He helped drive a working group reviewing the NSW Rural Fire Service Training Resource Kit whose recommendation led to the ACT adopting that package in 2007. Mr Gore has also spent considerable time mentoring fire fighters within the ACT.

He has represented the Jerrabomberra Brigade and ACT RFS volunteers on several committees and on the Fire Controllers Group, providing recommendations to ACT RFS management and improving operations in the ACT. He was also the representative on the Australasian Assembly of Volunteer Brigades, participating in an international emergency services conference in New Zealand. He assisted the Emergency Services Agency legislation review in 2004, as an ACT Volunteer Brigades Association working group member.

Mr Gore has made a significant contribution to the safety and wellbeing of the community of Canberra throughout his more than 30-year career, particularly in relation to training and mentoring. Mr Gore has served the organisation and the wider community of Canberra with distinction throughout his career.

## **Australian Fire Service Medal (AFSM)**

### ***Northern Territory***

#### **Mr James Joseph Bromley**

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

Mr James Bromley's service with the NT Fire and Rescue Service (NTFRS) exemplifies dedication, leadership, and exceptional contribution to his community. Having joined NTFRS in 2013 after a distinguished career in the Australian Defence Force, Mr Bromley rapidly rose through the ranks, becoming a leading firefighter and later an acting station officer at Darwin Command. He has consistently demonstrated leadership by example, excelling in firefighting operations and emergency response.

Mr Bromley's impact extends beyond the Northern Territory, with deployments to high-profile incidents such as the Tiwi Islands in 2023, Samoa in 2019 as an emergency medical technician logistician for the National Critical Care Trauma Centre, and Christmas Island during the COVID-19 pandemic. In 2024, as a senior station officer, he led the NTFRS rapid assessment deployment during the Borroloola flood emergency, showcasing his ability to manage critical operations under pressure.

His visionary leadership led to his promotion to station officer with the Special Operations Command, where he leveraged his expertise in chemical, biological, radiological and nuclear hazardous materials (HAZMAT) to enhance NTFRS's operational capabilities. He established an advanced HAZMAT team and developed new rapid assessment training, improving rapid deployment and response to emergencies, urban search and rescue, and hazardous materials incidents.

Promoted to a senior station officer in 2025, Mr Bromley remains a key figure in shaping the future of NTFRS. His commitment to mentorship and training has helped develop future leaders, ensuring the long-term growth of the service. Furthermore, Mr Bromley is a passionate advocate for firefighter wellbeing and mental health, actively contributing to wellbeing programs.

Mr Bromley's remarkable dedication to innovation, training, and mentorship, alongside his consistent high performance, has solidified his place as one of NTFRS's most outstanding and respected members.

## **Australian Fire Service Medal (AFSM)**

### ***Northern Territory***

**Ms Lee Ann Humphris, NT**

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

Ms Lee Humphris has been a cornerstone of Bushfires NT for nearly 30 years, beginning as the founding member of the Beatrice Hill Volunteer Bushfire Brigade, where she held several roles including treasurer, secretary, public officer, 1st lieutenant, vice-captain, and captain. Ms Humphris has risen to senior roles, including senior regional fire control officer, senior regional fire management officer, and assistant director of Operations and has made a lasting impact in each of her positions.

Her contributions have been nothing short of trailblazing, not only within the organisation but also for women in the Northern Territory. Ms Humphris's exemplary leadership extends beyond the fire ground into high-level incident management, where she has excelled in managing crisis teams under extreme pressure. In 2023 and 2024, she served as an incident controller during intense fire seasons including in the Barkly region, as well as led interjurisdictional teams to manage critical fire operations in the Northern Territory's savannas, including ensuring key transport routes remained open.

Ms Humphris's expertise has also been instrumental in strategic initiatives like the Vernon Arafura Regional Fire Management Plan, and she has been deployed to several national wildfire responses, including to NSW in 2019 and to assist with the Grampians National Park fire response in Victoria recently. Her ability to lead in both operational and strategic roles has had a profound impact, and her commitment to mentoring staff and fostering development within her teams has shaped the future of Bushfires NT.

As a trailblazer and dedicated leader, Ms Humphris continues to set the standard in a male-dominated industry, cementing her as one of the most respected and accomplished members of Bushfires NT.

## **Ambulance Service Medal (ASM)**

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

**Ms Shireen Doyle, NSW**

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

Ms Shireen Doyle joined NSW Ambulance in January 1990. In the last 35 years she has served in a range of frontline and operational roles within metropolitan sectors including her current role of intensive care paramedic. She has previously served as a station officer, station manager, duty operations manager, clinical training officer and paramedic educator. Ms Doyle is also currently the clinical training officer within the Western Sydney Nepean Blue Mountains Continuing Education Unit.

Ms Doyle was instrumental in designing and implementing the Buddy Program, a support initiative matching new or relocating staff with experienced employees to facilitate smoother transitions and provide additional peer-based support. This program has fostered a culture of care, enabling paramedics to thrive in their roles and environments.

Ms Doyle conceptualised and implemented the Labour of Love program in collaboration with the Nepean Hospital Birthing Unit. This initiative provides paramedics with clinical training experience, pairing them with experienced midwives for a shift to enhance paramedics' capabilities in managing maternal emergencies in pre-hospital settings. This resulted in the establishment of a five-year memorandum of understanding, enabling reciprocal training opportunities for midwives to engage with paramedic on-road and airborne operations. The program has since been expanded to other areas of the state, including Westmead Hospital, with Ms Doyle playing a pivotal role in this expansion. To date almost 400 paramedics have benefitted from participation in the program, and it has been recognised in local industry awards for its exceptional impact and innovation.

Ms Doyle's contributions have significantly advanced paramedic training and support systems, while her leadership and dedication have inspired colleagues to strive for excellence. Ms Doyle exemplifies the highest standards of selflessness, compassion, and professional excellence. Her remarkable 35-year career serves as a testament to the extraordinary impact one individual can have in the service of peers and the community, embodying the core values and ideals of NSW Ambulance.

## **Ambulance Service Medal (ASM)**

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

**Mr Michael Charles Richer**, Frenchs Forest NSW 2086

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

Mr Michael Richer joined NSW Ambulance in February 1998. In the last 27 years he has served in a range of frontline and operational roles within metropolitan sectors including intensive care paramedic, station officer, duty operations manager and educator within NSW Ambulance and universities. He has also undertaken associate director and acting director roles in clinical operations, control centres and clinical education. As well as being an intensive care paramedic, Mr Richer is also currently the associate director of Clinical Education based at the NSW Ambulance State Operations Centre (SOC).

Mr Richer has led clinical education through a period of significant change and reform. Illustrated by his role in the modernisation of clinical education at the NSW Ambulance SOC, implementing new training facilities and the expansion of clinical simulation befitting of a modern adult learning environment reflective of community expectations of frontline clinicians.

Through the height of the COVID-19 pandemic Mr Richer was responsible for adapting and maintaining delivery of clinical education whilst keeping staff safe during a rapidly evolving public health emergency. He met the challenge of consistently developing and implementing strategic and tactical responses to the many and varied challenges which arose. He was pivotal in the design and implementation of the post-employment tertiary pathway program and facilitated the increase in paramedic specialists and specialist courses across the state during the pandemic. Mr Richer was a key player in developing and implementing this sustained high-volume onboarding strategy for hundreds of additional clinical staff delivered through the Strategic Workforce Infrastructure Team program.

Mr Richer has demonstrated distinguished service throughout his NSW Ambulance career, in a range of operational roles, nurturing future generations of frontline clinicians through his commitment to clinical education. He has aided in the protection of the community through leading NSW Ambulance education clinical response to a range of complex incidents, at times involving significant personal sacrifice or risk to himself.



## **Ambulance Service Medal (ASM)**

### ***Queensland***

**Mr Patrick William Brown**, Ingham QLD 4850

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

Mr Patrick Brown commenced his distinguished career as cadet ambulance officer on 17 April 1979 with the former Queensland Ambulance Transport Brigade and is currently the officer-in-charge at the Ingham Ambulance Station. Mr Brown leads by example and exemplifies the core values of the Queensland Ambulance Service (QAS).

Mr Brown has an extensive history spanning 45 years of service on the road for the QAS, especially in rural communities, and has attended numerous and varying traumatic incidents. He often responds to these incidents as a single officer or as forward commander, including an incident in 2008, when a Tilt Train and B-double truck collided. The incident involved 81 passengers, 7 train crew and the truck driver. Mr Brown provided an exemplary level of leadership during the multi-casualty incident. Most recently, he responded to a significant vehicle accident in an isolated area in Queensland, as a single officer.

Mr Brown is the cornerstone of the Ingham Ambulance Station and has built strong relationships within his community. As a QAS peer support officer chaplain, he is a trusted and respected confidant to his peers and ensures their welfare and safety by often travelling to stations across the region to provide support to staff who are often isolated. He also offers support to fellow emergency services officers who have attended critical incidents alongside QAS.

Mr Brown is a core member of the Hinchinbrook Local Disaster Management Group and holds a fundamental role in assisting his community during the many natural disasters experienced by the community, including multiple cyclones and floods. His local knowledge of at-risk communities has been vital to the deliberations of public safety and welfare during disaster response and recovery.

Mr Brown's ability to lead and mentor with enthusiasm and grit, as well as his dedication to QAS and his community makes him a valued and respected member of the service and the Queensland community.

## **Ambulance Service Medal (ASM)**

### ***Queensland***

**Mr Peter Ashley Heron, Ayr QLD 4807**

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

Mr Peter Heron has dedicated almost 30 years to serving in rural and remote locations as an advanced care paramedic and is currently an acting officer-in-charge with the Queensland Ambulance Service (QAS). In this role, he is a highly trained clinician and consistently demonstrates exceptional leadership, achieving the best outcomes for patients and colleagues, even in the most challenging circumstances.

Mr Heron is a proud Indigenous man who has worked in various rural communities for QAS; during this time responding to multiple cyclones, floods and incidents, including a bus crash near Ayr in 2000. In 2004, Mr Heron was deployed to the Palm Island riots following significant community unrest due to the death in custody of an Indigenous resident. His exemplary leadership and commitment to the Palm Island community ensured the welfare and safety of QAS officers and continuation of ambulance service delivery within the community.

Mr Heron is committed to the wellbeing of colleagues as a peer support officer actively involved in the Priority One's Aboriginal and Torres Strait Islander Support Service, providing culturally specific advice and support to colleagues. He represents QAS at Indigenous events and is an Indigenous liaison officer, contributing to the Aboriginal and Torres Strait Islander leadership committee. He also plays a crucial role in selecting and educating officers for the Indigenous Paramedic Program.

In addition to his outstanding record of work with QAS, Mr Heron works tirelessly to support his local community including volunteering for the Burdekin area youth watch, which provides support for vulnerable youth in the community. He is also a proud member of the Ayr and Home Hill Health Services advisory committee, which focuses on improving Indigenous health across the Burdekin community.

## **Ambulance Service Medal (ASM)**

### ***Queensland***

**Mr Wayne Errol Kirk**, Boonah QLD 4310

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

Mr Wayne Kirk commenced his career with Queensland Ambulance Service (QAS) in 1998 and has attained the level of critical care paramedic. Throughout his 27-year career, Mr Kirk has been in operational frontline roles providing outstanding patient care to his community. He has provided exemplary care in critical care emergencies and high-pressure situations demonstrating exceptional decision making by maintaining composure and focusing on excellence in patient outcomes.

Mr Kirk makes a significant impact on communities by focusing on broadening his networks to ensure various community groups work together to achieve positive results. He has a rich background in frontline mentoring and coaching for all staff and advocates for the teams he leads, the community he provides services for, and continuous improvement to ensure excellence in ambulance services. He currently leads not only the paid QAS workforce, but the first responders and volunteers in building their capability and involvement in supporting their communities with frontline operational support.

In 2021, Mr Kirk selflessly assumed the role of forward commander, providing exceptional leadership and expert emergency management during the Inglewood flood emergency. He was exceptional in stakeholder engagement, liaising with members of other emergency services and local disaster management officials, providing expert advice and guidance.

Mr Kirk embodies the characteristics of an outstanding frontline leader, who leads with integrity through his actions consistently providing unwavering safe, supportive, and encouraging workplace that emulates courage, selflessness, and teamwork. He is an outstanding officer with integrity and courage, who continuously and tirelessly dedicates his time to improved outcomes for his workforce, volunteers and patients in the communities he serves.

## **Ambulance Service Medal (ASM)**

### ***Queensland***

**Mr Ian Thomas Tarr, QLD**

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

For over 34 years, Mr Ian Tarr has undertaken operational frontline roles across the Queensland Ambulance Service (QAS) in support of the organisation's vision to deliver excellence in ambulance services, maintaining his credentialled scope of clinical practice whilst working as a registered paramedic. Mr Tarr has provided emergency response to individual patients, acted as a frontline supervisor at various stations and an operations supervisor, providing an emergency response capability across multi-casualty and high-risk operational incidents. He has enhanced community resilience through volunteer training and community education and improved service delivery across communities to ensure prevention, preparedness, response and recovery activities were implemented.

Mr Tarr has provided support to the QAS commissioner and chief operating officer during multiple disaster seasons, including the recent 2023-24 high risk weather season, including cyclones and flooding in Far North Queensland, and destructive storms throughout the Gold Coast region. Mr Tarr provided high level direct system support and leadership throughout the COVID-19 pandemic, in numerous frontline capacities where his knowledge and experience ensured the QAS continued operational service delivery despite the significant and sustained impacts. He was also an integral part of the success of the QAS response to the Gold Coast 2018 Commonwealth Games, ensuring the provision of ambulance services to the games and the wider community.

Mr Tarr is a well-respected officer of the QAS who has personally led and delivered multiple service delivery improvements, focusing on improved ergonomics and enhanced patient care for all Queenslanders. These improvements include the redesign and implementation of QAS primary response kits; new service delivery models of care, service initiatives, and increased disaster management response capability; and service enhancements to the QAS emergency management unit to support local community preparedness and response during disaster and mass casualty incidents.

## **Ambulance Service Medal (ASM)**

### ***Western Australia***

**Mr Shane John Toovey**, Ballajura WA 6066

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

Mr Shane Toovey joined St John Ambulance Western Australia in 2010 as an on-road ambulance officer. He was promoted to paramedic in 2012 where he served in the metropolitan area. In 2018 he took on the regional community paramedic role serving the Meekatharra and surrounding community for two years.

Mr Toovey's demonstrated exceptional clinical skills and leadership ability saw him rise to the level of area manager and in 2021, clinical support manager. Mr Toovey has had extensive experience with extremely confronting scenes, including solo responding to high trauma cases where the stress of inability to transport the patient increases the cognitive burden.

Mr Toovey has maintained a supportive and mentoring attitude to those he has worked with and has continued to dedicate himself to the development of his peers and juniors to maintain the highest standards of care to all the people of Perth. Mr Toovey's roles as a clinical support paramedic have allowed him to develop policies and procedures for his fellow clinical support paramedics and pass his knowledge and expertise onto the next generation of paramedics privileged to work alongside a paramedic as dedicated as him.

Mr Toovey has had an extensive history of responding as a clinical support paramedic as both a supporting role to crews and being the solo responder first on scene. Notably, Mr Toovey has had notable responses to cases of significance, including attending to a fallen service member and to a case where, knowing the high risk, he made the decision to enter the scene in an attempt to save an individual's life.

Mr Toovey has attended as the first solo responder on scene and managed to a degree not expected of even an experienced crew. One such case involved an elderly man who was struck from behind while riding a bike, the driver fleeing the scene. This case occurred without the critical care paramedic resource being available and he was able to effectively manage this patient with all interventions, including securing the patient's airway via intubation and continuing to support the patient's ventilations. Mr Toovey's practices are celebrated by his peers.

## **Ambulance Service Medal (ASM)**

### ***South Australia***

**Ms Tracey Bellamy**, Mount Barker SA 5251

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

Ms Tracey Bellamy commenced with SA Ambulance Service (SAAS) on 20 June 2011 becoming a highly valued member of the Meadows Team (Country Regional Response Team and Southern Adelaide Regional Response Team) as an ambulance officer. Ms Bellamy became the volunteer team leader for the Meadows Team in 2016, a position she still holds currently. In 2019, Ms Bellamy joined the SAAS Volunteer Health Advisory Committee and in 2023, she was appointed as its presiding member. In 2021, Ms Bellamy became a member of the local zone ambulance coordinating committee for her region.

Early in her volunteering journey, Ms Bellamy was identified as a key contributor to whichever team she was volunteering with. It was also obvious that Ms Bellamy had a passion for patient advocacy and compassionate patient care. The progression into her leadership roles was a natural pathway while she developed expertise as an ambulance officer.

Ms Bellamy has worked tirelessly towards improving the flow of communication between volunteers, SAAS Executive Leadership Team, and the Government of South Australia. Ms Bellamy worked on the SAAS volunteer training resource project to advocate for volunteers and ensure allocated funding and resources were directed towards training uptake and volunteer retention.

Ms Bellamy is entrenched in the Adelaide Hills community and has been effective in raising the SAAS volunteer profile in this region. Through her involvement in community events such as fetes, or training alongside other local emergency services such as Country Fire Service, she has represented SAAS impeccably.

Ms Bellamy has made a significant contribution towards the health and wellbeing of local communities across SA since commencing as a volunteer over 13 years ago. Through leadership and as a spokesperson, Ms Bellamy has had an impact upon the skills, training and confidence required by SAAS volunteers to deliver excellent emergency treatment and transport of locals in their communities.

## **Ambulance Service Medal (ASM)**

### ***South Australia***

**Mr Leigh James Nicolson**, Woodcroft SA 5162

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

Mr Leigh Nicolson has been delivering ambulance services to the South Australian community since 1988, as a paramedic with SA Ambulance Service (SAAS), a leader in its busy Emergency Operations Centre (EOC) and a volunteer ambulance officer. Mr Nicolson is currently operations manager of the EOC, the nerve centre of the ambulance service where over 870 Triple Zero (000) calls are received every day and ambulance resources are deployed to assist South Australians in their hour of need.

Mr Nicolson is widely respected as a natural leader, guiding staff with clarity and compassion even in the most demanding circumstances like the collapse of a showground ride which injured 37 people at the 2000 Royal Adelaide Show. Mr Nicolson played a central role in managing the incident to ensure rapid deployment of ambulance resources.

During the COVID-19 pandemic, Mr Nicolson stood out in the way he supported his team to be adaptable and resilient as the ambulance dispatch and patient care models changed frequently.

As a leader and manager, Mr Nicolson has made a lasting impact through his contributions to service delivery improvements and the training of EOC staff to uphold operational excellence. In addition to his demanding management role, Mr Nicolson also serves his community as a volunteer ambulance officer in the Adelaide Hills.

With over 37 years of exemplary service to the South Australian community, Mr Nicolson has demonstrated an unwavering commitment to patient care and operational excellence, underpinned always by his empathy for SAAS patients and staff.

## **Ambulance Service Medal (ASM)**

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

**Mrs Lisa Maree Deck, ACT**

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

During her 27-year career with the ACT Ambulance Service, Mrs Lisa Deck has consistently demonstrated exceptional clinical and operational leadership in the provision of pre-hospital clinical care to the ACT community. Her career is complemented with a sustained dedication and commitment to patient centred care and clinical excellence both operationally and in supporting roles. As a training and development officer, Mrs Deck has supported the clinical development and proficiency of newer members of the ACT Ambulance Service, whilst maintaining her own operational capacity. In doing so, she has supported the enhancement of the pre-hospital clinical services provided to the ACT community.

Mrs Deck has played a key role in the development and implementation of a new roster initiative for the ACT Ambulance Service. This transformational change promotes better fatigue management; quarantines time for paramedics to hone and perfect their clinical skills; supports professional registration requirements for paramedics and organisational accreditation goals; and more broadly improves welfare outcomes for paramedics within the ACT.

The implementation of a secondary triage system was a key initiative to support an improved patient experience and clinical outcomes for those coming into the care of the ACT Ambulance Service. Mrs Deck has played a key role in the operationalisation of this system and its introduction within the ACT Emergency Services Agency Communications Centre.

Mrs Deck is a respected leader within the ACT Ambulance Service. She has been a consummate professional, committed to the highest ethical and professional standards expected of a paramedic.

Her personal values and behaviours reflect a collaborative and humble leader, and she is a female role model for all members of the ACT Ambulance Service. Mrs Deck is driven to deliver high quality patient centred care in every role she has fulfilled and actively seeks opportunities to improve the pre-hospital emergency services available to the ACT community.



## **Emergency Services Medal (ESM)**

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

#### **Commissioner Alexander Paul Barrell, NSW**

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

Commissioner Alexander Paul Barrell has dedicated over 30 years to frontline emergency services, specialising in maritime safety, rescue operations, and emergency management. His career began with Surf Life Saving NSW, joining North Curl Curl Surf Life Saving Club at age five. Over 40 years, he developed expertise in rescue operations, serving as both a volunteer and professional lifesaver in Australia and the United Kingdom.

In 1994, Commissioner Barrell joined the NSW Police Force, where he served for 24 years in specialist marine search and rescue roles. As a police diver from 1997 to 2002, he performed high-risk rescue and recovery operations. As a water police officer from 2002 in Eden and Sydney he undertook numerous rescue operations including complex rescue missions in Bass Strait. As the senior sergeant and acting inspector from 2010 to 2018 with the Marine Area Command, he led complex maritime search and rescue missions in high-risk environments.

Transitioning to Transport for NSW Maritime from 2018 to 2020, Commissioner Barrell served as the general manager of Operations & Compliance and as the acting executive director. During the 2019–2020 Black Summer bushfires, he played a frontline role in emergency response, navigating vessels into fire-affected areas for evacuations and supply transport. He also led responses to maritime environmental incidents, including the 2020 APL England container spill, which significantly impacted the NSW Coastline.

Since 2020, Commissioner Barrell has been instrumental in the leadership of Marine Rescue NSW (MRNSW). As a deputy commissioner from 2020 to 2023, he helped modernise the fleet, led flood response efforts, and coordinated MRNSW's COVID-19 vaccination support. In 2023, he was appointed as the commissioner, overseeing MRNSW's strategic direction. Also in 2023, Commissioner Barrell was appointed, as the only Australian representative, as a board trustee of the International Maritime Rescue Federation, a reflection of his extensive expertise and contribution to maritime search and rescue, emergency management and volunteer coordination.

## **Emergency Services Medal (ESM)**

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

**Miss Shaleigh Melinda Lennox, NSW**

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

Miss Shaleigh Lennox, a dedicated patrolling member of Cooks Hill Surf Lifesaving Club since 1992, has demonstrated over 30 years of exceptional service in lifesaving and emergency management within the Hunter region.

Beginning her journey with the attainment of her Bronze Medallion, Miss Lennox has held numerous frontline roles, including patrol captain, zone supervisor, and duty officer. Since 2009, she has served over 1,188 hours in support operations and as a duty officer, attending to emergencies and frontline incidents, in addition to fulfilling standard beach patrol duties.

As the director of Lifesaving for the Hunter branch in 2007, Miss Lennox established the duty officer role, implementing innovative policies to address patrol breaches and enhance lifesaving operations. Her contributions to education include developing assessment tools for the Hunter branch, which became templates for national standards, and dedicating countless hours as an examiner and facilitator to ensure operational excellence.

Miss Lennox's service extends to disaster response, including her critical role in evacuations during the hazardous June 2007 Hunter floods and through every major flood incident within the Hunter region since then. Through her ongoing frontline service, including her contributions as a duty officer and her dedication to beach patrols, Miss Lennox consistently demonstrates an unwavering commitment to the safety and well-being of her community.

Miss Lennox's distinguished service in hazardous conditions and her ability to lead and innovate has left a lasting impact, demonstrating the highest standards of dedication and leadership.

## **Emergency Services Medal (ESM)**

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

**Mr Douglas Scott Lucas**, Narrabeen NSW 2101

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

Mr Douglas Lucas has demonstrated exceptional leadership and dedication in the emergency management space over many decades and continues to be a frontline responder and leader. An integral member and current captain of Surf Rescue 30 (SR30), the Offshore Rescue Boat within Surf Life Saving Sydney Branch, he spearheaded commercial coxswain qualification training for group members and ensures safety is always prioritised.

Mr Lucas has responded to many major maritime rescues, searches and recoveries in challenging conditions including skippering SR30 to an overturned vessel near Little Bay, rescuing two Korean nationals clinging to the submerged boat. Despite language barriers and challenging surf conditions, individuals were retrieved ensuring their safety amidst rough waters and panic during the rescue operation. Mr Lucas's extensive knowledge, leadership and skill enabled these people to be saved.

A current trainer with over 23 years of consecutive service, Mr Lucas is an assessor for key frontline lifesaving awards. Showcasing his versatility and expertise in different operational aspects of emergency response, he responded to the 2022 NSW floods as forward controller and duty officer and the NSW bushfire response as a Surf Life Saving NSW duty officer.

Mr Lucas's commitment to emergency management remains steadfast, with over 6,500 volunteer patrol hours and over 25 years as a duty officer and rescue water craft operator, providing leadership and support to lifesaving personnel and representing Surf Life Saving to external agencies and emergency services.

Mr Lucas has accumulated and kept proficient a multitude of awards throughout his membership which spans across lifesaving, education, surf sports and support operations, and has continued to contribute through club, branch and state levels of the organisation. Mr Lucas has demonstrated significant commitment and dedication in the emergency service sector and to the broader community of NSW.

## **Emergency Services Medal (ESM)**

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

**Mr Lance Hayden Miller**, South Penrith NSW 2750

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

Mr Lance Miller joined the Royal Volunteer Coastal Patrol (RVCP), an antecedent of Marine Rescue NSW, in 1975 at the age of 22. Now marking 50 years of continuous operational volunteer service, he remains an active and highly respected member, serving first as a marine rescue coxswain and more recently as a fully qualified and operational marine rescue master.

Mr Miller is professional, calm under pressure, and highly skilled. He places the highest priority on the safety of his crew and the boating public, particularly when operating in high-risk environments such as night operations, rough seas, or severe weather. Over five decades, Mr Miller has led numerous complex and challenging search and rescue operations, including traumatic incidents within Sydney Harbour, off Sydney Heads, and far offshore. He has logged hundreds of hours at sea and remains on call around the clock, responding without hesitation to emergencies and personally conducting many rescues in dangerous conditions.

Mr Miller continues to perform vessel duties and remains deeply committed to mentoring both new and experienced volunteers. He takes every opportunity to build the confidence, capability and professionalism of his crew, and plays an active role in promoting boating safety to the wider community.

His enduring contribution across operations, training, and community education, reflects exceptional leadership, operational courage, and a selfless commitment to service. He has played a significant role in shaping the skills and values of the Marine Rescue Middle Harbour Unit and is universally admired for his integrity, dedication, and humility. Mr Miller exemplifies the highest ideals of Marine Rescue NSW and has displayed unwavering commitment while contributing significantly to saving lives on the water.

## **Emergency Services Medal (ESM)**

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

**Mr Stephen Ivan Raymond**, Dora Creek NSW 2264

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

Mr Stephen Raymond is a valued member of Marine Rescue NSW (MRNSW) with a record of exceptional volunteer and career service in the emergency services sector.

Mr Raymond's career in the emergency services sector began in 1989 as a volunteer for the NSW Rural Fire Service followed by his professional appointment in 2001 as a fire control officer for numerous regions until he joined MRNSW in 2016. In his current role at MRNSW he has made a lasting and significant contribution to the organisation through his operational duties as the former regional training manager, regional operations manager and current zone duty operations manager for the Sydney and Hunter Central Coast regions. Since joining the MRNSW in 2016, he has worked tirelessly to contribute to the development of MRNSW as a professional marine rescue service with trained and resourced members ready at all times to protect and assist the NSW boating community.

His roles within MRNSW encompass significant responsibilities for operational search and rescue, management and resourcing, volunteer training and volunteer liaison. This requires detailed local knowledge of waterways, prevailing conditions, crew skillsets and availability. He is also adept in emergency management processes and procedures in order to ensure the optimal response to any emergency on the water, whether offshore or on rivers, lakes or other enclosed waters.

Mr Raymond is generous with his time and knowledge, mentoring his fellow volunteers in rescue vessel operations and search and rescue theory and practice. He has made a sustained contribution to the development of volunteer skill and operational capability. During his extensive service with MRNSW, Mr Raymond has demonstrated a distinguished and exemplary commitment to public service and to the MRNSW mission of saving lives on the water.

## **Emergency Services Medal (ESM)**

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

**Mr Gregory Philip Steele**, Smithtown NSW 2440

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

Mr Gregory Steele joined the NSW State Emergency Service (NSW SES) in February 1978 and has dedicated over 47 years of his life to the service. He has been a NSWSES unit commander since 1990.

Mr Steele has significantly contributed to all aspects of the emergency management cycle, including planning, preparedness, response, and recovery, with many leadership roles where he has led team and response operations across significant events within NSW. Notable deployments include the Sydney hailstorms in 1988, the Newcastle earthquake in 1989, the Blacktown hailstorms in 1990, the Hawkesbury Nepean floods in 1992, the Thredbo landslide in 1997, the Marria River rescue in 2020 and the Mid North Coast floods in 2021.

Mr Steele is an active general land rescue operator, trainer and assessor, and is also trained in and participates in road crash rescues, water flood rescues, boat operations, industrial rescues, and large animal rescues. Mr Steele is also an active member of the Local Emergency Management Committee and is a respected long-term member of the emergency services community on the Mid-North Coast of NSW.

## **Emergency Services Medal (ESM)**

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

**Mr Ashley Dean Sullivan**, Corrimal NSW 2518

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

Mr Ashley Sullivan commenced volunteer service with the NSW State Emergency Service (NSW SES) in July 1997 and has been an NSW SES staff member since June 2010. Mr Sullivan is the senior manager of Fleet Service and is also a volunteer member of the Kiama Unit in the South Eastern Zone and the Kogarah Unit in the Metro Zone. Mr Sullivan has accrued combined volunteer and staff NSW SES service of over 27 years.

Mr Sullivan was instrumental in enhancing flood rescues across NSW following the devastating floods of 2022-23 and has used both his corporate and operational background to coordinate the response of the NSW SES following the NSW Government's Flood Inquiry. Mr Sullivan developed a business case and plan to enhance the state's response to flood rescues and was appointed the chair of the NSW State Rescue Board Flood Rescue Audit and Implementation Working Group. This group was established to implement the recommendations of the government inquiry, where he led the development of initiatives to enhance flood rescue across all emergency service agencies. Mr Sullivan was then appointed the role of the director of the Flood Rescue Enhancement Program to enhance flood rescue capabilities and coordination, which resulted in key improvements to rescue and flood operations policy, the development of an aviation strategy and increased training and staffing to provide flood rescue coordinators and full-time staff to the NSW SES zones.

Mr Sullivan is skilled in field operations, such as chainsaw operations, storm and flood response and water-based rescue operations, including leading roles in the Incident Management Team. Mr Sullivan has assisted in numerous flood rescue events across the state and led the agency's response to the 2011 flash flooding event in the Illawarra and South Coast regions, in addition to the 2016 Shoalhaven region flood event.

## **Emergency Services Medal (ESM)**

### **Victoria**

**Mr Wayne John Barnes**, Bacchus Marsh VIC 3340

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

Mr Wayne Barnes has been a dedicated volunteer of the Victoria State Emergency Service (VICSES) Bacchus Marsh Unit since November 2001, serving as an emergency responder and crew leader. Over 2 decades, he has developed extensive experience in areas such as road crash rescue, storm and flood response, and search and rescue. A former intensive care paramedic with Ambulance Victoria, he leverages his medical experience and leadership skills to mentor and support volunteers across the service. This mentoring has empowered members to develop in their skills, become more confident in their abilities, and contributed to a collegiate and positive environment enabling each member to reach their full potential and passionately pursue further learning opportunities.

Mr Barnes's exceptional service includes responding to critical incidents such as the Exford bus crash in May 2023, where his quick actions and leadership were pivotal. As one of the first responders at the scene, he applied life-saving medical first aid, including a tourniquet to a young casualty with severe injuries. His leadership and composure were instrumental in coordinating rescue operations, maintaining a patient-focused approach under extreme conditions. Mr Barnes's leadership skills were instrumental during the after-action review process, fostering a supportive and inclusive environment for the multi-agency team.

Beyond local operations, Mr Barnes has contributed to raising VICSES' profile both nationally and internationally. As a participant, member, and assessor with the Australasian Road Rescue Organisation, he has provided expert guidance and coaching to road crash rescue teams from across Australasia. His expertise, casualty focus, and teamwork has left a lasting impression for VICSES as a leader in road rescue capability. Mr Barnes exemplifies dedication, skill, and composure in hazardous service. His outstanding achievements, life-saving actions, and commitment to leading and supporting those he works with are highly commendable.



## **Emergency Services Medal (ESM)**

### ***Victoria***

**Mr Graham Wayne Gales**, Bright VIC 3741

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

Mr Graham Gales has displayed exceptional service, dedication, and leadership as a volunteer with the Victoria State Emergency Service (VICSES) Bright Unit. With over 42 years of distinguished service, Mr Gales has held numerous operational roles, including deputy controller, rescue officer, and, since 2022, unit controller. His contributions have been pivotal in advancing rescue techniques, fostering inter-agency collaboration, and enhancing operational readiness.

A passionate advocate for innovation, Mr Gales developed paraglider rescue methods, remote area search and rescue strategies, and specialised equipment such as lightweight mule stretchers, now widely used across the state. His leadership during high-profile incidents, including the 2009 search and rescue of a missing government minister in the challenging Alpine terrain, exemplifies his skill and dedication.

Mr Gales has participated in more than 2,000 rescue operations, including swift water rescues, high-angle rescues, and remote area extractions. He has led training initiatives that have elevated VICSES capabilities, such as a 'fit for role' fitness program and the implementation of custom rescue trailers. His mentorship and advocacy for continuous improvement have left an enduring legacy within VICSES.

Mr Gales's commitment to the safety and well-being of the Bright community, the Alpine region, and Victoria at large is truly commendable. His distinguished service embodies the highest values of emergency response.

## **Emergency Services Medal (ESM)**

### ***Victoria***

**Mr Leo Harmen Eduard Op Den Brouw**, Mallacoota VIC 3892

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

Mr Leo Op Den Brouw of the Mallacoota Unit of the Victoria State Emergency Service (VICSES), has been a volunteer member since 19 November 1985, holding the operational frontline positions of deputy controller and unit controller, also referred to as the officer in charge. He is currently serving as the unit controller.

Mr Op Den Brouw was the leading representative of the unit membership for operational support to the Mallacoota and surrounds fire response during the 2019-20 Victorian summer bushfires. The VICSES response went for over four months and included providing staging area support, lighting support to staging areas and fire-stricken areas, along with road crash rescue response and all other VICSES responsibilities. Mr Op Den Brouw and his membership of the unit supported the arrival of a Navy barge that contained 30,000 litres of fuel and a two-week supply of food and water for local residents and emergency services personnel. This barge returned to Melbourne with tourists who were stranded in Mallacoota with no way of returning home from their holidays. The unit membership under Mr Op Den Brouw's leadership assisted people with packing up their belongings and boarding the vessel.

Mr Op Den Brouw exemplifies dedication, skill, and composure in hazardous service. His outstanding achievements, life-saving actions, and commitment to leading and supporting those he works with are highly commendable.

## **Emergency Services Medal (ESM)**

### ***Queensland***

**Mr Kieran Adam Galey**, Bundaberg West QLD 4670

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

Mr Kieran Galey has exemplified outstanding service and dedication throughout his 15 years with the Queensland State Emergency Service (SES). As the local controller of the Bundaberg Regional SES Unit, Mr Galey has demonstrated exemplary leadership, operational excellence and a commitment to serving his community and supporting SES volunteers across Queensland.

Mr Galey has been pivotal in responding to major disasters, including the 2010 Western Queensland floods, 2011 Queensland floods, Tropical Cyclone Yasi, 2013 Bundaberg floods, Tropical Cyclone Debbie, the 2017 Bundaberg tornado and flash floods and the 2019-20 bushfires. His resourcefulness and calm leadership during these critical events have been instrumental in ensuring community safety and effective operations.

As a regional trainer, Mr Galey has delivered specialised training in storm damage, land search, heights, incident management systems and safety and leadership, significantly enhancing frontline delivery techniques and operational capability.

Beyond operations, Mr Galey has contributed to strategic initiatives, including working groups for state leaders conferences, LGBTIQA+ inclusivity and White Ribbon domestic and family violence awareness. His unwavering professionalism, expertise, and devotion to duty have made a profound impact on the Queensland SES and the communities it serves, exemplifying the highest standards of service.

## **Emergency Services Medal (ESM)**

### ***Queensland***

**Mr Tristan Manning Hardwick**, Utchee Creek QLD 4871

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

Mr Tristan Hardwick has been a long standing member and leader of frontline response teams in numerous operations with Queensland State Emergency Service (SES). As a local controller, his direct involvement in the planning and management of emergency responses, often in extremely hazardous circumstances, has ensured the safety and security of his team and those requiring assistance. As a trainer of a diverse group of volunteers, he has created innovative and engaging programs that have enabled all members to become trained rescue personnel. His professionalism and commitment have directly increased the responsiveness and resilience of the volunteers and the community.

Mr Hardwick has made significant contributions that have greatly enhanced the functionality and effectiveness of the Queensland SES, reflecting his dedication to innovation and community service. He has actively served as a volunteer member for over 16 years. Through this period, he has responded to the North Stradbroke Island fire emergency in 2013/14, Tropical Cyclone Debbie in 2017, the Townsville flood event in 2019, the national bushfire emergency in 2019/ 2020, and Tropical Cyclone Jasper in 2023.

Throughout his volunteer service, Mr Hardwick has fostered community relationships and represented the interests of the community and the Queensland SES by pursuing grants to enhance operational capability. His drive to excel and his willingness to embrace new technologies and operating techniques have contributed to the development of response techniques that have significantly improved emergency response capabilities. His drive for excellence and unwavering commitment to emergency service has provided significant benefits to both his unit and the wider community.

## **Emergency Services Medal (ESM)**

### ***Western Australia***

**Mr Lincoln George Heading, WA**

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

Mr Lincoln Heading has been an exemplary leader and volunteer within Western Australia's emergency services for over 34 years, dedicating his efforts to the people of Kununurra and the broader Kimberley region. He became the unit manager of Kununurra State Emergency Service in 2001, a position he held for 18 years and he has had direct involvement in 77 recorded incidents since 2000.

Mr Heading has been a pivotal figure in managing and coordinating major flood and cyclone responses, including the 2023 Fitzroy Crossing flooding disaster. He has demonstrated exceptional leadership during these events, overseeing flood boat rescues, evacuations, and local emergency responses in remote communities. He has also played an instrumental role in numerous search and rescue missions, including land and air searches across the Kimberley and other regions.

However, Mr Heading's contributions to emergency services go far beyond his operational involvement. One of his major contributions was securing land for the Kununurra Emergency Services Collocation Facility. He secured the grant for the building and also assisted with the design and engineering specifications for the Kununurra Vertical Rescue Tower, which has had a lasting impact on emergency response capabilities in the region. As the commander of Marine Rescue East Kimberley since 2020, Mr Heading led the group through significant upgrades, including the acquisition of a state-of-the-art vessel and the enhancement of the amenities at the Wyndham Marine Rescue Group base.

Mr Heading's longstanding commitment, exceptional leadership and strategic guidance has enhanced emergency response capabilities in one of the most remote and challenging parts of Australia, providing more advanced equipment and improved facilities, and ensuring that personnel are better equipped, trained, and supported.

## **Emergency Services Medal (ESM)**

### ***South Australia***

**Mr Scott Michael Anderson**, Renmark SA 5341

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

Mr Scott Anderson joined the South Australian State Emergency Service (SASES) in 2013 as a rescue volunteer in the Riverland Unit, before transferring to the Port Lincoln Unit. Demonstrating strong leadership skills, he advanced to the roles of unit training coordinator and deputy unit manager. He is currently serving as the unit manager of Renmark and Paringa units, and deputy unit manager of the Loxton Unit.

Mr Anderson's dedication to training and mentoring new volunteers and fostering a supportive environment has provided enduring benefits to frontline personnel. He not only leads his local unit but has also recently taken on the role of deputy unit manager for the neighbouring Loxton Unit, dedicating two nights a week to ensure both units run smoothly.

Mr Anderson has been instrumental in rebuilding the operational capacity of the Loxton Unit. Thanks to his dedication, the unit has remained fully operational and ready for emergencies. In addition to actively participating in training sessions and responding to emergency callouts for both Renmark and Loxton, Mr Anderson has devoted countless hours to unit recruitment, onboarding, and inducting new members into both teams.

Mr Anderson has been deployed to Queensland in 2020 following the hailstorm event and NSW in 2022 for flood reconnaissance and recovery following the Eastern Australia flood event. He also played a significant role in the River Murray flood event in 2022-2023 as a divisional commander and operations officer, leading response activities, managing resources and coordinating deployed personnel. Mr Anderson's contributions to both the emergency services sector and his local community are immeasurable. He embodies the true spirit of an SASES volunteer, earning deep respect and value across the Port Lincoln, Renmark, and Loxton units. His unwavering commitment has had a profound and lasting impact on the units and the broader community.

## **Emergency Services Medal (ESM)**

### ***South Australia***

**Mr Roberto Carlo Grande, SA**

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

Mr Roberto Grande joined the SA State Emergency Service (SASES) in 2015 as a volunteer with the Edinburgh and Salisbury units, and as a staff member in 2017. Mr Grande has held multiple positions in the Salisbury and Western Adelaide SES units, including deputy team leader, training coordinator and is currently the deputy unit manager of the Dog Operations Unit.

Mr Grande has a passion for swiftwater rescue and has undertaken extensive training in New Zealand to develop his skills. He has been deployed to NSW in 2021 and 2022 to assist NSW State Emergency Service with swiftwater rescue duties in Moree and Lismore. In 2020, Mr Grande joined the SASES Dog Operations Unit, training his dog Biscuit to become an operational canine search and rescuer. He and Biscuit have deployed intrastate to assist SA Police with missing persons searches.

In 2019-20 Mr Grande deployed to Kangaroo Island for the bushfire emergency on multiple occasions to undertake mobilisation, establishment, and demobilisation of the SASES's Base Camp support systems. During this deployment, he was part of the team that evacuated the Parndana Base Camp site, and post evacuation led a team of staff, volunteers and Australian Defence Force Army personnel to relocate the Humanihut infrastructure from Parndana to the Kingscote Airport. These high-pressure evacuations were conducted under extremely adverse working conditions and were time critical.

Mr Grande deployed on multiple rotations to Ceduna to support SA Health during the COVID-19 pandemic to undertake establishment, day-to-day operations, and demobilisation of the Humanihut infrastructure at Emu Park in Ceduna to support effected persons from the surrounding area's Indigenous community. Mr Grande's commitment to SASES as a volunteer and staff member demonstrates exemplary leadership, a strong community service focus and desire for continuous improvement and personal development.

## **Emergency Services Medal (ESM)**

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

**Ms Julia Joanna Rozycka, ACT**

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

Ms Julia Rozycka joined the Pialligo unit of the ACT State Emergency Service (ACTSES) in 2009, becoming the unit commander in 2017, a position she holds to the present day. Despite a heavy full-time workload, she contributes significantly to the ACTSES and in recent years has played major role in the ACTSES response to significant events such as the 2019-2020 bushfires, the 2020 hailstorm and the 2020-2021 COVID-19 pandemic response. In addition, as unit commander she spends many hours every week managing the unit and supporting its volunteers. Her commitment to the ACT community is beyond question.

In her 15 years of service, Ms Rozycka has participated in a wide range of emergencies such as floods, storms, fires and missing person searches. One of the most unusual and significant events, however, was the response to COVID-19. Even though the response was managed by the ACT Department of Health, Ms Rozycka's emergency service skills were highly relevant. She volunteered for about 20 days, working in a wide range of areas covering both incident management and frontline activities, including packaging and delivering food for vulnerable ACT communities through the Canberra Relief Network.

The Canberra bushfires of 2019-2020 are another example of an emergency where Ms Rozycka's wide ranging skills proved valuable. She contributed about 3 weeks of volunteering during this event, much of the time working in the background providing logistics support, removing the many minor impediments which would otherwise have prevented the Rural Fire Service crews from spending their time actually fighting the fires. Ms Rozycka's 15 years of volunteer service demonstrates an outstanding level of dedication to the ACTSES and the ACT community. Her leadership and commitment mean that she is highly regarded by ACTSES staff and volunteers and she has directly contributed to the development of the ACTSES into the professional organisation it is today.



## **Emergency Services Medal (ESM)**

### ***Northern Territory***

**Ms Fleur De May O'Connor, NT**

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

Ms Fleur O'Connor began her service with the Bees Creek and Virginia Volunteer Fire Brigade in September 2011, where she quickly progressed to the position of volunteer captain. Ms O'Connor dedicated her time and leadership to the brigade until September 2020, during which time she played a pivotal role in training volunteers, hazard mitigation and responding to local fire incidents. In addition to her volunteer work, Ms O'Connor's career in emergency services commenced in the NT Police, Fire and Emergency Services in January 2010, where she undertook a variety of roles from staff officer to the commissioner of Police and chief executive officer, assistant director of Policy and Law Reform, director of the Secretariat, director of Media and Corporate Communications, senior policy officer and assistant director of Volunteer Training. This led to her appointment as chief officer (formerly titled director) of the NT Emergency Service (NTES) in May 2019.

Throughout her tenure as chief officer, Ms O'Connor's leadership has been central to managing significant emergencies across the NT. Notable examples include overseeing the response to Tropical Cyclone Claudia in 2020, the COVID-19 pandemic in 2020 and 2021, as well as Tropical Cyclones Tiffany, Anika, and Ellie in 2022. She also played a significant role in flood management and community evacuations during the Kalkarindji and Pigeon Hole floods in 2023 and 2024. Ms O'Connor's expertise in high-pressure situations and her leadership in hazardous conditions highlight her outstanding service to the community.

As the first female chief officer of NTES, Ms O'Connor has demonstrated exceptional leadership and strategic vision, including the successful restructuring of NTES into its current command structure. Her governance improvements, particularly within the Territory Emergency Management Council and the Senior Officer Group, have significantly enhanced emergency management operations. Ms O'Connor's efforts have also bolstered the service's resources and secured vital funding, ensuring that NTES remains equipped to meet the Territory's challenges.

## **Australian Corrections Medal (ACM)**

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

#### **Mr Matthew James Burgess**

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

Mr Matthew Burgess joined Corrective Services NSW (CSNSW) in 1999, starting duties at the Malabar Metropolitan Training Centre before moving to Malabar Reception Prison which is now known as the Metropolitan Special Programs Centre and Long Bay Hospital. He worked his way through the ranks to become a senior correctional officer, and in 2023 joined the Medical Escort Unit, which serves the vital role of transporting inmates to hospital.

In his current role, Mr Burgess has overseen the redesign of the Medical Escort Unit's armoury, creating a fully functional and safe location where weapons and other essential operational equipment is securely stored.

To his colleagues, Mr Burgess is a mentor and a father figure who cares greatly about the welfare of his team; this extends to diligently checking all staff have properly functioning personal protection equipment to ensure they can carry out duties safely. His job is wide-ranging, encompassing staff job allocations, security checks, hospital guard checks, liaising with hospital medical staff, vehicle inspections, peer support and ensuring the safety of escort vehicles.

Mr Burgess is an exemplary member of CSNSW who has undertaken innovative and admirable work that extends not only to the colleagues under his care but the inmates, who he and his team ensure receive the help they need.

## **Australian Corrections Medal (ACM)**

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

#### **Ms Claire Louise Grundy**

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

Ms Clare Grundy commenced employment with Corrective Services NSW in 1999 as a community corrections officer, working alongside offenders in the community to ensure they received the right support, tools and guidance throughout their rehabilitation. After rising through the ranks, Ms Grundy now works as a project manager, focusing on complex domestic and family violence cases. She advocates for improvements in the way domestic family and sexual violence (DFSV) offenders are managed to ensure the best outcomes are achieved for both offenders and victim-survivors.

Ms Grundy is credited with introducing DFSV advanced training for community corrections officers after noticing many staff lacked the confidence and skills to address DFSV offences during interviews and were reluctant to engage with victim-survivors or people at risk. Under her guidance, staff participated in a trial DFV advanced practice training over 12 months, with participants noting they felt more empowered to change the way they dealt with, managed and supervised DFV offenders. Ms Grundy then advocated for a state-wide expansion of the training model which has now been delivered to more than 900 staff via virtual and face-to-face sessions.

Passionate, empathetic and inspiring, Ms Grundy is regularly called upon to consult and provide advice on best practice for managing DFSV offenders. She strives to improve outcomes for everyone affected by DFSV and consistently challenges staff to consider their roles and responsibilities in relation to intervention, providing support for families and the community.

## **Australian Corrections Medal (ACM)**

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

#### **Ms Melanie Munright**

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

Ms Melanie Munright commenced her career with Corrective Services NSW (CSNSW) in 1997. For more than 25 years she has served with dedication, passion and a commitment to improve outcomes for offenders and the community. In 2011, Ms Munright stepped into a leadership role and has since managed several parole units and district locations. She currently leads the Drug Court team, which is based in Sydney CBD, Parramatta, Hunter and Dubbo.

Her leadership has been instrumental in the growth and success of the Drug Court team. She successfully navigated the expansion of the team, adapting to the unique challenges of managing remote teams across a broad geographic region. Through her strategic vision, Ms Munright has built strong, positive relationships with a wide range of stakeholders—both internal and external—ensuring that each team member receives the support, guidance, and resources they need to succeed. Ms Munright has also had a profound and lasting impact on the Aboriginal community through her leadership of the Drug Court Aboriginal Advisory Group. This group reflects on the needs of Aboriginal people and identifies ways to ensure these needs are met in culturally sensitive and appropriate ways.

Her role in leading the Wellbeing Committee has been crucial in promoting staff mental health, fostering a supportive work environment, and ensuring the well-being of all staff, which ultimately contributes to improved outcomes across the organisation. In addition to her leadership, Ms Munright has demonstrated an unwavering commitment to community outreach. She is a regular participant in various fundraisers, community events, and public speaking engagements, where she actively promotes the work of community corrections. She exemplifies the core values of CSNSW: integrity, professionalism, respect, and fairness and always leads by example, demonstrating a commitment to excellence and the welfare of her staff.

## **Australian Corrections Medal (ACM)**

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

#### **Mr Joseph Walker**

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

Mr Joseph Walker began working for Corrective Services NSW in 2009 in the Balund-a Program, an innovative residential diversionary facility where offenders undertake therapeutic programs to address their offending behaviour before they are sentenced. A proud Wahlabul man, he has a deep understanding of Aboriginal culture, the importance of connection to the land and a profound awareness of how these two things can positively impact and change the lives of those residing at Balund-a.

Mr Walker has face-to-face contact with offenders during each of his 12-hour shifts, monitoring and analysing their behaviour for any changes or concerns so he can immediately coordinate and implement the right assistance where necessary. He provides support and guidance to Balund-a residents, teaching independent living skills such as daily cabin cleaning, budgeting and personal hygiene to foster a sense of responsibility and worth.

Mr Walker is trusted by those he supervises because he has a genuine interest in helping them repair their lives. Those who work alongside him have noted his excellent ability to build rapport with offenders, which in turn opens the gates to successful mentoring and case planning.

In addition, his strong community connections often give those he manages a stepping stone back into the community. Mr Walker is professional, respectful, kind, knowledgeable and an invaluable asset to his colleagues and to the many lives he has helped get back on track.

## **Australian Corrections Medal (ACM)**

### **Victoria**

#### **Mr Gavin Roy Blair**

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

Mr Gavin Blair commenced service with Corrections Victoria in 2006 as a prison officer at the Dame Phyllis Frost Centre (DPFC). He has held several senior roles, including operations manager, senior operations manager, and general manager at various prisons, such as DPFC, Loddon Prison and Middleton, Dhurringile Prison, and the Metropolitan Remand Centre. He is currently the general manager of the Melbourne Assessment Prison (MAP).

As the general manager, Mr Blair leads services at MAP, custodial facilities at the County, Supreme, and Appeal Courts, and the holding cells at St Vincent's Hospital for prisoners requiring outpatient medical treatment. He leads a dedicated team addressing the complex needs of individuals in these settings.

Mr Blair is dedicated to the mental health and wellbeing of staff, stakeholders, visitors, and those in the care at the MAP and the courts. He has chaired the Mental Health Initiatives Working Group for several years, contributing significantly to the departmental Mental Health and Wellbeing Action Plan. Under his guidance, the working group has revitalised and enhanced the Staff Support Team program across prisons, a local initiative designed to support colleagues who staff naturally rely on in the workplace. He has also worked tirelessly with the Emergency Services Foundation to collaborate for better mental health outcomes and is committed to occupational health and safety.

Mr Blair is recognised for his diligent approach to understanding, assessing, and managing workplace risks. Mr Blair is a highly respected leader who promotes a culture of integrity, accountability, and respect. Mr Blair is committed to continuous learning and development for himself and his team, reflecting his dedication to improving the workplace and those in his care.

## **Australian Corrections Medal (ACM)**

### **Victoria**

#### **Mr Colin Kendall**

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

Mr Colin Kendall began his career with Corrections Victoria in 2014, as a prison officer at H.M Prison Langi Kal Kal. He initially served as a general duties officer before transitioning to prison industries, where he utilised his agricultural experience to support offender management. He also held higher duties roles as a supervisor and operations manager.

In 2019, Mr Kendall joined the Corrections Victoria Intelligence Unit (CVIU) as a senior prison officer, later becoming a supervisor. His work in the CVIU significantly enhanced the security and safety of prison facilities across the state. Mr Kendall is currently in the role of senior assurance officer within the decommissioning team as part of Corrections Victoria's response to the closure of one of the state's largest maximum security prison facilities.

Mr Kendall has been instrumental in developing a close partnership with the Victoria Police, particularly through his work with the Public Order Response Team. His efforts have been instrumental in securing police support for intelligence-led security operations, raising awareness of emerging threats, and redefining barrier control operations.

These initiatives directly enhance the safety of offenders and staff by detecting, disrupting, and preventing the introduction of contraband into correctional facilities. His work has raised the profile of CVIU and led to many positive outcomes including the seizure of weapons and drugs from individuals visiting Victoria's prisons, significantly improving the safety for both the prison population and the wider community.

Mr Kendall's exceptional service is marked by his proactive approach, his ability to build critical partnerships, and his unwavering commitment to the safety and security of the department. These qualities highlight his invaluable contribution to Corrections Victoria.

## **Australian Corrections Medal (ACM)**

**Victoria**

**Miss Rebecca Elizabeth Warburton**

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

Ms Rebecca Warburton commenced with the Department of Justice and Community Safety in 2005 as a clinician. Since this time, her exceptional clinical and leadership abilities have earned her several promotions. She has supported clinical teams across the state, particularly during her time as a senior clinician with offending behaviour programs (OBP). She has taken on leadership roles, including as a regional manager of OBP and as a general manager at Forensic Intervention Services (FIS).

Ms Warburton is currently serving as the manager of Adapted Interventions, FIS. Ms Warburton's passionate and empathetic leadership has significantly benefited the department, particularly through her mentoring and development of clinical staff. In her role she conducts screening and treatment pathway reviews for offenders while sharing information and training with prison officers about the services available. She also attends court to advocate for the most effective treatment options for prisoners and intervenes during critical incidents, ensuring the development and maintenance of a culture that supports best practice.

Throughout her career, Ms Warburton has demonstrated a commitment to evidence-based best practices and service improvements. As a member of the Disability Research Working Group, she has contributed to forensic disability research. Ms Warburton is recognised as a clinical expert and leader, actively sought for her opinion and involved in numerous committees and advisory groups focused on improving service delivery for people with cognitive impairments.

Ms Warburton's clinical work and strategic vision have led to positive outcomes and significant contributions to community safety throughout her 20-year career of dedicated service. She is a highly respected leader and balances supportive leadership with achieving business objectives, demonstrates innovation, and effectively responds to challenges like the Metropolitan Remand Centre riot and COVID-19. Ms Warburton has served the community with distinction throughout her career.



## **Australian Corrections Medal (ACM)**

### ***Queensland***

#### **Ms Shannon Lesley Atkins**

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

Ms Shannon Atkins has more than 24 years of dedicated service in prisoner and offender management, showcasing exceptional leadership and a commitment to community safety. Since starting her career, Ms Atkins has held numerous operational and frontline roles within Queensland Corrective Services each marked by significant contributions to the management of high-risk offenders and the implementation of innovative programs.

As the manager of Offender Development at Brisbane Women's Correctional Centre, Ms Atkins distinguished herself by developing and implementing programs that improved organisational efficiency and enhanced community safety. As a principal psychologist and practitioner, she led assessments and interventions for high-harm offenders, focusing on evidence-based practices and enhancing stakeholder relationships.

Since June 2024, Ms Atkins has worked as the director of the Serious Offenders Group within the Specialist Operations Command, providing strategic leadership and oversight in managing serious offender cohorts across the state. She has played a crucial role in legislative compliance, operational strategy development, and the early identification of complex offender needs. Notable achievements in this role include overseeing legislative amendments and developing pathways for managing high-risk offenders outside existing legislative provisions.

Ms Atkins is also the project manager for the Countering Violent Extremism project, where her leadership has successfully transitioned a project management team into an operational team, securing additional federal funding to enhance community safety.

With a passion for rehabilitation and a focus on enhancing psychological service delivery, Ms Atkins is committed to aligning agency priorities with community expectations for safety and effective offender management. Her extensive experience and strategic vision continue to greatly benefit Queensland Corrective Services and contribute to the safety and wellbeing of the community.

## **Australian Corrections Medal (ACM)**

### ***Queensland***

#### **Mr Stuart Russell McHaffie**

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

Mr Stuart McHaffie has made significant contributions throughout his career at Queensland Corrective Services (QCS) and notably as the general manager at Woodford Correctional Centre (WFDCC), where he has enhanced the facility security and safety of staff. Mr McHaffie introduced the highly successful Drug Disruption Strategy which resulted in a substantial reduction in drugs and other contraband being introduced to WFDCC. As a result of this success, he was selected to lead the state-wide Drug Disruption Working Group.

Operation Certitude was one of the most complex projects in QCS' history, requiring a staged approach, starting with the transition of Arthur Gorrie Correctional Centre (AGCC) on 1 July 2020. Mr McHaffie undertook a liaison role, representing QCS in liaising with the GEO Group Australia staff to provide all necessary information for transition, undertaking significant industrial consultation in the process. His liaison was instrumental in the successful transition of the centre.

Mr McHaffie was selected for an essential role representing QCS in the State Health Emergency Coordination Centre, providing a liaison point between Queensland Health and QCS. In August 2020, the AGCC was subject to a number of lockdown restrictions due to significant COVID-19 outbreaks. His leadership and in-depth knowledge of the correctional environment was critical in contextualising the custodial landscape for Queensland Health. His advice was essential in ensuring frontline workers, who had been required to self-quarantine, could return to the workplace as swiftly as possible to maintain the good order of the centre.

Mr McHaffie is truly representative of a modern, contemporary leader within QCS. He has extensive experience in both the operational and corporate streams, exhibiting a leadership style that focuses on the continuous improvement of workplace culture as well as best practice safety and security measures, enhancing the safety of staff and prisoners alike.

## **Australian Corrections Medal (ACM)**

### ***Queensland***

#### **Mr Patrick David Ralph**

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

Mr Patrick Ralph commenced with Queensland Corrective Services (QCS) as a custodial correctional officer in 1985. To date, Mr Ralph has held a variety of frontline roles, predominately at Wolston Correctional Centre including leadership positions in intelligence, centre services, offender development and accommodation. Since 2014, Mr Ralph has held significant tenure in the position of the residential manager at Wolston Correctional Centre, exhibiting dedication to both effective and respectful service delivery.

Mr Ralph is a well-respected member of the leadership team at the centre, and within QCS more broadly. Mr Ralph maintains a positive leadership style, which is based on respect, empathy, and collaboration. By fostering a culture of open communication, honesty and mutual respect, he has successfully cultivated an environment where staff feel valued, and prisoners are treated with dignity. This approach has significantly contributed to reducing tensions within Wolston Correctional Centre residential units.

Mr Ralph has a particular focus in supporting new correctional staff, openly providing support and learning opportunities for staff development and progress. He is highly regarded by his colleagues as a reliable individual who provides honest advice. Through his almost 40-year career in corrections, Mr Ralph has demonstrated unwavering dedication to fostering respectful correctional environments, for prisoners, staff and the broader Queensland community.

## **Australian Corrections Medal (ACM)**

### ***South Australia***

#### **Mr David Allan Bridges**

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

Mr David Bridges commenced service with G4S on 15 April 1996. Since that time, he has served in a range of frontline roles at Mount Gambier Prison, including as a correctional supervisor and programs manager, where he was responsible for case management and overseeing a support team consisting of education coordinators, medical personnel, social workers, psychologists and external contractors. He currently holds the position of the manager of Resettlement and Reintegration at Mount Gambier Prison, providing managerial support to a team of social workers, educators and case managers.

Throughout his 29 years of service, Mr Bridges has had a passionate focus on prisoner rehabilitation, priding himself on his positive outlook and supportive nature towards prisoners during their journey through the correctional system. Mr Bridges has sourced countless local programs which have been beneficial in the successful return to community for many of the offenders managed at Mount Gambier Prison. Mr Bridges has worked closely with community members to develop voluntary programs that help the successful reintegration of prisoners upon their release.

Mr Bridges actively looks to network with businesses in Mount Gambier and Adelaide to understand the gap in employment which reintegrated prisoners may look to fill in the future. Mr Bridges is a highly respected leader and role model for staff at G4S due to his positive nature, enthusiasm for the role and willingness to assist prisoners in the next stage of their journey.

Mr Bridges has made a significant contribution to the safety and wellbeing of the South Australian community throughout his almost 30-years of service with G4S, successfully helping offenders resettle and reintegrate into society upon release. Working in a prison is highly sensitive work, and Mr Bridges has done so with distinction for his entire career, actively contributing to improving the lives of offenders and reducing the rate of reoffending in South Australia.

## **Australian Corrections Medal (ACM)**

### ***Northern Territory***

#### **Mr David Gordon**

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

Mr David Gordon has 43 years of exemplary service as a correctional officer spanning across multiple correctional facilities, community corrections, offender development and management programs, head office, and quality assurance and independent inspections of prisons. He has been actively involved in the Department of Corrections (NT) operational reforms and Strategic Plan, which serves as the roadmap for the future.

Mr Gordon is a highly experienced senior manager with diverse skills in strategic leadership, management of physical and dynamic security operations, change management, identifying and implementing reform, and increased efficiencies in complex environments. This has been demonstrated in his committed duty of care to the prisoners and staff under his remit.

Mr Gordon has an exceedingly high level of commitment to current his role as the general manager of the Darwin Correctional Precinct and is passionate about his responsibility to ensure his workforce are able to deliver effective and safe custodial operations to achieve the best outcomes for staff and prisoners.

Mr Gordon is a strong manager and mentor to staff and prisoners and is an outstanding representation of the Department of Corrections (NT) and the NT Government.