

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

### ***Federal***

**Mr Peter Milton Cottrell**

For outstanding public service to Australia's critical IT infrastructure.

Mr Peter Cottrell plays a pivotal role in leading the operation and support of the mainframe platform within Services Australia. The platform is highly complex technology and the backbone of critical Australian Government services, which sustains the national services of Centrelink, Medicare, Child Support, and the Department of Veterans' Affairs, 24 hours a day, 365 days a year.

As an experienced mainframe expert, Mr Cottrell provides leadership and significant technical support in a high-pressure environment to sustain essential maintenance programs for the mainframe platform. His efforts ensure that foundational software is regularly patched, providing crucial maintenance, new functions and features, and ongoing platform stability.

With the increasing focus on cyber security and new capabilities provided in newer storage hardware, Mr Cottrell has been able to significantly bolster the security of the mainframe platform by encrypting all mainframe data, including sensitive customer and medical information. This progress has also positioned the agency to mitigate future cyber threats.

Mr Cottrell's dedication and passion exemplifies an exceptional level of commitment to public service. His contributions have been instrumental in upholding the stability and functioning of critical government services, whilst meeting the escalating expectations of both the government and the public for sustained service provision.

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

### ***Federal***

**Ms Sarah Elizabeth Godden, ACT**

For outstanding public service in the development and implementation of regulatory reforms.

Ms Sarah Godden played a crucial role in developing and implementing several ground-breaking workplace relations and building and construction industry law reforms.

Ms Godden played a critical role in some of the most significant workplace relations law reforms since the introduction of the *Fair Work Act 2009*. The Secure Jobs, Better Pay and Closing Loopholes legislative packages substantially reformed Australian workplace relations and work health and safety laws, and facilitated wage increases for vulnerable workers in the community.

Ms Godden also led significant reforms related to the building and construction industry, through which she brought together Australian public sector expertise through a flexible and innovative project management approach, ensuring effective collaboration, coordination and delivery of the reforms. Ms Godden displayed personal courage to lean into complex legal issues, with an unwavering focus on intellectual rigour, legality and creativity.

Demonstrating high-level performance and leadership, Ms Godden has proved herself a steward of Australia's public sector culture, with behaviours that motivate her colleagues and promote the long-term public interest behind public sector legal practice. Her excellence in the service of the Australian public as a well-respected leader has earned her the trust of stakeholders, ministers and colleagues.

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

### ***Federal***

**Ms Sobet Haddad, NSW**

For outstanding public service in leadership and legal contributions for Commonwealth merits review tribunals and migration law.

Ms Sobet Haddad was instrumental in the establishment of the Administrative Review Tribunal (ART), the dissolution of the Administrative Appeals Tribunal (AAT) and the winding up of the Immigration Assessment Authority.

Ms Haddad's exceptional ability to provide high quality and timely strategic advice on difficult legal issues, along with drafting of complex instruments, was crucial to the establishment and ongoing successful operation of the ART.

Ms Haddad advocated effectively for the interests of the AAT and its users, ensuring the design of the new ART supported the delivery of better services to users, with a more systematic, transparent and consistent model.

Respected and valued by colleagues at all levels, Ms Haddad has demonstrated her extraordinary loyalty, dedication and tireless commitment in making a significant contribution to legal services and embodies the absolute best values of the Australian Public Service.

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

### ***Federal***

**Ms Julie Elizabeth Inman Grant, NSW**

For outstanding public service to the improvement of online safety for Australians.

Ms Julie Inman Grant demonstrated outstanding leadership and unwavering commitment to serving the Australian public during a critical period in the evolution of online safety regulation in Australia.

Ms Inman Grant has introduced world-first, enforceable industry codes and standards, which commenced in 2024 and require global technology companies that provide services to Australia to address the most harmful of online content.

The challenges of enforcing obligations under the *Online Safety Act 2021* against large technology companies brings increased risks for regulatory decision-making, which has required Ms Inman Grant's expert guidance of eSafety's work over a period of increased responsibility and legislative change.

Ms Inman Grant has increased visibility on keeping Australians safe online, publishing transparency reports on the use of age assurance technology and the measures in place to address extremist online content.

Ms Inman Grant continues to demonstrate exceptional leadership, courage and resolve in protecting Australians online and preventing the viral spread of extremely harmful online material.

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

### ***Federal***

**Ms Maureen Veronica McCarty, VIC**

For outstanding public service in critical health workforce data and planning across Australian governments.

Ms Maureen McCarty's expertise in critical health workforce data and planning has enabled governments and health stakeholders to respond to shortages of doctors, nurses and other health professionals.

Ms McCarty developed new modelling as part of the Australian Government's response to the Independent Review of Australia's Regulatory Setting Relating to Overseas Health Practitioners, to provide greater understanding of workforce gaps across Australia and making it easier for governments to design effective solutions.

As part of this work, Ms McCarty delivered the Supply and Demand Study: General Practitioners in Australia, the first supply and demand model of its kind, released in 2024, forecasting a gap of more than 7,000 general practitioners by 2033. The work is crucial to informing governments, as well as educators, employers and regulators, about the potential reforms needed to ensure Australians, particularly those in regional, rural and remote Australia, have access to essential primary health care services in coming years. This supports Australians to continue accessing high standards of health and care services, delivered by a skilled, safe, productive and well-distributed workforce.

Ms McCarty is well respected by all health workforce stakeholders. The new modelling she has developed is producing even more useful insights which will be the basis for the next generation of reforms, policies and programs to develop the health workforce that the Australian community needs.

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

### ***Federal***

**Mr Gareth William Meyer**, Campbell ACT 2612

For outstanding public service in leadership and economic security to Australia and beyond.

Amongst his many achievements, Mr Gareth Meyer has led the Office of National Intelligence's analytical response to the 2014 Malaysia MH17 disaster, the COVID-19 pandemic, and events in Afghanistan and Ukraine.

His sharp ability to combine agile and responsive analysis with an understanding of the deeper and more strategic dynamics required, has helped to ensure the Australian Government was supported with timely and precise analysis. His judgment, expertise and commitment to truth over expediency set a clear standard for others to follow. As Australia responds to a complex and contested strategic environment, Mr Meyer's contribution will have an enduring impact both within and beyond the National Intelligence Community.

Through his quiet but transformative leadership, Mr Meyer has not only informed national policy but helped strengthen the institutions that support Australia's national security and prosperity. Mr Meyer has exemplified and championed Australian Public Service values with a leadership style grounded in personal integrity, empathy and connection. His leadership has had a profound impact both on the quality of intelligence insight delivered to government and on the culture and capability of the teams he leads.

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

### ***Federal***

**Mr Mukund Narayana Murti, VIC**

For outstanding public service in strengthening trade and investment relationships between Australia and Southeast Asia.

Mr Mukund Narayana Murti has made a unique and significant contribution to the development and implementation of one of Australia's most significant policy initiatives in the Indo-Pacific—Invested: Australia's Southeast Asia Economic Strategy to 2040 (the Strategy).

The Strategy, an Australian Government initiative to boost Australia's trade and investment relationship with the region, is critical to the nation's prosperity, security and economic future. Mr Narayana Murti has led the Australian Trade and Investment Commission's (Austrade) significant contribution to the Strategy, including extraordinary efforts in developing new and ambitious policy proposals, forging whole-of-government consensus, advocating for funding and resources, and bringing along team members and stakeholders.

Mr Narayana Murti has undertaken 45 market visits across the region and 750 consultations and investment missions with the government's appointed business champions, as well as follow-ups. Through these crucial roles in formulating and implementing the Strategy, more Australian exporters have unlocked business opportunities in Southeast Asia.

Mr Narayana Murti is well respected and held in the highest regard by current and former colleagues and is valued by leaders in government. He is considered a tenacious leader with unwavering integrity and service, even in the most challenging times.

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

### ***Federal***

**Mr Paul David Ryan**, Chisholm ACT 2905

For outstanding public service in advancing climate-smart land management in Australia.

Mr Paul Ryan played a central role in developing methods for the Australian Carbon Credit Units (ACCU) scheme. The scheme encourages emission reduction and carbon sequestration through sustainable land-use practices and is empowering landholders across the country to contribute to Australia's emissions goals, while enjoying both economic and environmental benefits.

Mr Ryan's attention to detail and strategic approach have been crucial to the success of many ACCU methods, driving hundreds of millions of dollars of investment and improving land management across more than 500 million hectares of Australia. Mr Ryan's deep understanding of the scientific and technical aspects of these methods, has facilitated very effective communication and earned him great respect, bringing together farmers, scientists, policymakers, and environmental advocates.

Mr Ryan's quiet determination, humility and integrity are well-known among those who work with him. He consistently puts the greater good above personal accolades, embodying what public service is all about. Mr Ryan demonstrates diligence, empathy, and a clear focus on results in everything he does and will leave a lasting legacy in Australia's environmental and agricultural sectors.



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

### ***Federal***

#### **Ms Jody Salmon**

For outstanding public service in the delivery of reform agendas to benefit Australians with disability.

One of the many significant reforms Ms Jody Salmon has delivered is the successful transition of the Information Linkages and Capacity Building (ILC) program, which provides funding for organisations to deliver community projects that assist Australians with disability, their carers and families.

Ms Salmon led the transition of the ILC program, which was transferred from the National Disability Insurance Agency to the Department of Social Services (DSS), with a high volume of active grants, while establishing and upskilling a new team to oversee the management of the grants and provision of support to the organisations delivering the projects.

She oversaw the establishment of new relationships with ILC service providers as the grants transitioned to DSS. By June 2022, the ILC program had grown from around 200 to over 500 grants. Through this growth, Ms Salmon expanded the team managing the grants, while working to deliver key efficiencies and streamlining opportunities to most effectively manage the grants and the performance of providers.

Ms Salmon's focus has been on supporting a stable and supported operating environment for organisations delivering ILC grants, as well as ensuring the program and the delivery of grants was being diligently monitored for strong performance.

Ms Salmon's care, long-term commitment and attention through all her work has ensured that vulnerable Australians continue to be appropriately supported. She is known for her exemplary demonstration of Australian Public Service behaviours, and outstanding leadership where she empowers staff, builds capability, and builds a culture of high performance.

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

### ***Federal***

#### **Ms Katherine Leigh Van Gorp**

For outstanding public service in leading key reforms across law enforcement agencies.

Ms Katherine Van Gorp has played a pivotal role in driving significant reform within the Australian Federal Police (AFP), in particular, cultural improvement initiatives and providing equitable experiences to staff.

In her role as chief operating officer, Ms Van Gorp has been a critical leader and advocate in the design and concept development to establish the AFP's partnership with the Australian Human Rights Commission, the Gender Equity Action Plan, launched in 2024. She has championed the work of the agency to ensure the AFP is an employer of choice that represents the community it serves by providing a safe and fair workplace for all staff.

Under her leadership, the partnership has delivered projects such as the AFP's gender pay gap analysis project and the development of an organisational culture framework. Ms Van Gorp also drove changes that saw the AFP have a gender-balanced workforce and gender balance in key decision-making roles within the AFP.

Ms Van Gorp is seen as an experienced and respected professional with extensive experience supporting law enforcement across Commonwealth, State and Territory agencies, who continues to influence a safer, more respectful and inclusive workplace. As the AFP's highest-ranking unsworn female holding a senior leadership position in law enforcement, she is a champion for diversity and inclusion, a great supporter of sworn and unsworn professional women in policing and is passionate about achieving outstanding stewardship across the public service.

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

### ***Federal***

**Ms Elizabeth Harcourt Ward**, Hughes ACT 2605

For outstanding public service to Australia's trade and foreign policy interests in the Indo-Pacific region.

Ms Elizabeth Ward has led some of the most complex and challenging trade negotiations, including establishing regional trade agreements such as the Trans-Pacific Partnership (TPP) and the Indo-Pacific Economic Framework (IPEF).

As the chief negotiator for the TPP, she led a large whole-of-government effort, with extensive involvement from Australian industry and civil society in long, complex, and extremely challenging negotiations with Australia's major trading partners. Her efforts resulted in enormous gains, resulting in Australia entering the TPP (now known as the Comprehensive and Progressive Agreement for Trans-Pacific Partnership), which will increase Australian exports and real incomes.

Ms Ward has made a positive impact on Australia's economic security and prosperity in the Indo-Pacific. She has earned the respect of her team and her counterparts and is someone who deploys all her considerable skills and experience to keep Australia's interests at the centre of Indo-Pacific regional institutions. The institutions Ms Ward has created and reinforced remain integral to Australia and the region's long-term economic ambitions.

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

### ***Federal***

**Mr James White**, O'Connor ACT 2602

For outstanding public service in climate change and energy policy.

Mr James White led teams to deliver a number of programs aimed at funding renewable energy technology, including Community Batteries for Household Solar, Community Solar Banks, and several microgrid programs, solidifying his reputation as an influential leader in the climate and energy policy space.

Mr White also led the provision of advice to the Australian Government on the operation of the Renewable Energy Target and played a key role in the success of increasing renewable electricity and putting Australia on track to meet its 2030 emissions reduction target. As a long-term steward of the Renewable Energy Target policy, Mr White's work was crucial to gaining bipartisan support across governments, which eventuated in the achievement of the target in 2020.

Mr White demonstrates exceptional stewardship, leadership and acts with a high level of integrity in all that he does. Seen as a humble and gracious leader who consistently models Australian Public Service values in his work, he has displayed extraordinary resilience and perseverance in an unpredictable policy environment and is highly respected across government and industry.

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

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

**Ms Margaret Anne Baker, NSW**

For outstanding public service to legal services in NSW public education.

Ms Margaret Baker has provided exceptional service to the NSW Department of Education throughout her distinguished career spanning over two decades. As a principal legal officer, she has demonstrated outstanding leadership, innovation, and dedication, significantly impacting the education sector and the wider community.

Ms Baker's contributions are marked by her diligent and innovative approach to addressing legal and educational challenges, serving more than 2,000 public schools and education offices in NSW. Throughout the department and school network, she is widely renowned for her caring and compassionate approach, offering wise counsel toward addressing complex issues such as suicide and mental health challenges, social media behaviours, child-on-child sexual assault and violent extremism.

Serving on the Legal Reference Group of the Secondary Principals' Council, Ms Baker focused on tailored professional development for school principals. Her commitment to building a culture of continuous improvement was also demonstrated by her leadership in running School Leaders and the Law seminars, building the capacity of legal officers to support the unique and emerging contexts and needs of regional and rural schools. Ms Baker's solution-focused approach to policy improvement and her instrumental role in cross-divisional collaborations have developed strong processes to support policy implementation, such as the department's suicide response procedures.

Ms Baker has collaborated on statewide resources for parent permissions, significantly reducing administrative burdens for schools and streamlining legal advice. Her influence has also extended to policy changes, including *Inclosed Lands Protection Act 1901* procedures, Problematic and/or Harmful Sexualized Behaviours guidelines, and social media guidelines. In recognition of the impact and success of Ms Baker's outstanding way of working, the Legal Services division established a team of staff to be mentored by her, to ensure increased system capacity to advise, support, and respond to senior stakeholders in the proven manner that characterises her own expertise and commitment. This is a true testament to her personal attributes and capabilities.

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

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

**Ms Shirley Brown**, Tregear NSW 2770

For outstanding public service to NSW health in nursing and chronic care services.

Ms Shirley Brown's remarkable nursing career spans over 50 years, beginning in Tamworth in the early 1970s, continuing through to Wilcannia and Mt Druitt in Sydney's west. Now in her eighties, Ms Brown continues to work full-time in Aboriginal chronic care nursing, demonstrating extraordinary dedication, compassion, and resilience.

Ms Brown is well known and highly respected in the community and her achievements are numerous and impactful. She has been instrumental in establishing trusted care pathways for high-risk populations, including aged care residents, people experiencing homelessness, and Aboriginal and Torres Strait Islander clients. Her advocacy and clinical leadership have ensured equitable access to healthcare in some of the district's most disadvantaged suburbs.

One of her notable accomplishments is the expansion of the Aboriginal Chronic Care Program, of which she has been a part since its inception. Recognising the need for culturally safe services, Ms Brown proactively met with Aboriginal elders across Western Sydney to understand their community's specific needs and expectations. The trust she has engendered within the community has been pivotal to the program's success and has resulted in significantly increased engagement with preventive screening and chronic disease management in Aboriginal families.

Ms Brown's work goes beyond clinical care. She is a constant advocate for the Aboriginal and Torres Strait Islander community, ensuring their needs are met in a culturally appropriate and respectful manner. She frequently extends her care beyond just the patient she is seeing to encompass their family members. Her work breaks down barriers and addresses specialist services such as housing, drug and alcohol support, diabetes management, aged care, Centrelink and disability services, providing a holistic wrap-around service delivery. Ms Brown's commitment to health equity, culturally safe services, and improving health outcomes for Aboriginal people exemplifies her commitment to Closing the Gap and demonstrates the highest ideals of public service.

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

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

**Ms Marilyn Elizabeth Chilvers**, Beecroft NSW 2119

For outstanding public service to NSW in data research and analysis.

Ms Marilyn Chilvers has made an outstanding contribution to public policy, data innovation and social justice reform over her distinguished career. She is a nationally recognised and respected leader in human services data. A landmark achievement was her leadership in developing and delivering the NSW Human Services Outcomes Framework. This work revolutionised how human services data is understood across government, directly informing investment decisions and improving ongoing evaluation and service delivery. She also facilitated the development of the highly complex Human Services Data Set which links dozens of datasets covering decades of interactions with multiple state and federal agencies to provide a source of insight on what works in social service provision.

Ms Chilvers has demonstrated leadership on numerous critical research projects. The Pathways of Care study of children in out-of-home care has directly influenced the new assessment model, enhancing placement stability and support for carers. The NSW Child Development Study, the largest longitudinal study of its kind involving more than 90,000 children and their parents, has greatly advanced understanding of child and adolescent mental health and well-being, directly informing initiatives like Brighter Beginnings.

At the NSW Data Analytics Centre and subsequently the Department of Customer Service, Ms Chilvers continued to lead cross-government data efforts. She played a key role in rapidly mobilising and coordinating reliable data to support the government's COVID-19 response.

Ms Chilvers's influence extended to the national level, being instrumental in the development and national commitment to the National Disability Data Asset and the Australian National Data Integration Infrastructure. Her ability to broker early agreements between jurisdictions and establish the architecture for data sharing has had a profound impact.

A pioneer in her field, Ms Chilvers has consistently set a benchmark for excellence. She exemplifies the highest standards of public service and has made a lasting and measurable impact on policy, operational reform, and outcomes for vulnerable people.

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

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

**Ms Mia Amanda Kumar**, Five Dock NSW 2046

For outstanding public service to NSW public education.

Ms Mia Kumar is a distinguished educational leader whose exceptional and sustained commitment to public education in New South Wales spans over 50 years. Beginning in 1970 as a mathematics teacher, Ms Kumar has held multiple influential roles including as the president of the Mathematical Association of NSW and since 2002 has been the principal of Burwood Girls High School.

Under her leadership, Burwood Girls High School has achieved exceptional academic outcomes, consistently performing above state averages and has developed a culture of inclusion, innovation, and excellence. She has enabled the expansion of programs in languages, science, technology, engineering and mathematics, and the arts, and the school has been acknowledged in Centre for Education Statistics and Evaluation (CESE) case studies as a model of effective educational practice. Her ability to authentically engage and empower entire school communities has made Burwood Girls High School a vibrant hub of opportunity and aspiration.

Beyond her own school, Ms Kumar has played a pivotal role in advancing system-wide educational reform. She is known for driving continuous improvement and innovative practices through mentoring and capacity building. Her work in supporting students from non-English-speaking and low socio-economic backgrounds has been particularly impactful, ensuring that all students benefit from public education.

Ms Kumar is widely respected across the Department of Education and beyond for her integrity and wisdom. She is frequently called upon to represent the sector in forums, working groups, and leadership panels, particularly those focused on advancing girls' education and strengthening women's leadership in schools. Her work has left a legacy on the lives of students, educators, and communities.

An exceptional female leader, Ms Kumar builds high-performing teams and has transformed communities. Her dedication to students' success has had a significant positive influence on generations of students, educators, and future leaders.



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

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

**Dr Mary Elinor McCaskill, NSW**

For outstanding public service to NSW Health through leadership in patient care and safety.

Dr Mary McCaskill has had a distinguished 40-year career in NSW Health as a highly respected clinician and in leadership roles. She is currently the director of Medical Services and Clinical Governance and chair of the Sydney Children's Hospitals Network (SCHN) Clinical Council.

Dr McCaskill is renowned for her exemplary provision of expert healthcare and support to children and young people. She expertly leads the SCHN's response during times of crisis. With an overriding commitment to focus on what is best for every child, she has supported families to navigate some of the most traumatic experiences they will face in their lifetime. In response to tragic and highly stressful community incidents, she has supported medical staff to deliver the best possible care. As the SCHN's lead during the COVID-19 response, her clear, calm communication and expert guidance were crucial to ensuring the safety of staff and patients.

Dr McCaskill played a key role in the implementation and ongoing advocacy of the Between the Flags safety net system which, since its inception in 2010, has significantly improved patient outcomes by supporting early recognition and escalation of patient deterioration. She continues to undertake regular frontline clinical shifts as a senior emergency department medical officer. This work has allowed her to bring a clinical perspective to the forefront in her role as chair of the SCHN Clinical Council. Her valuable insights have been crucial in shaping the organisation's policies and practices.

Dr McCaskill's leadership extends beyond clinical care and governance. She has also been a key figure in the Medical Workforce Advisory Committee. Her unwavering focus on effective training and professional growth has had a vast and lasting impact on the medical workforce at SCHN. Her outstanding service, innovative leadership, and unwavering commitment to patient care have made a profound impact not only on SCHN but to the broader healthcare community.

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

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

**Ms Julie Ann Ravallion, Eastwood NSW 2122**

For outstanding public service to environmental planning and natural resource management.

Ms Julie Ravallion has devoted over three decades to public service in NSW, building a distinguished career in biodiversity conservation, ecological policy, and regulatory reform. She is currently the Senior Specialist for Biodiversity at Transport for NSW, where she leads the delivery of fauna-sensitive infrastructure across the state, including the development of AI-enabled roadside signage to reduce wildlife–vehicle collisions.

Throughout her career, Ms Ravallion has designed scalable, cost-effective and scientifically robust frameworks that support environmental planning for major public infrastructure and urban development. Her work has helped shape modern biodiversity management in NSW by embedding sustainable development principles into planning systems and environmental assessment processes. This has contributed to more efficient decision-making, clearer strategic planning, and reduced delays to critical infrastructure projects.

At Transport for NSW, Ms Ravallion led the development of the Transport Biodiversity Policy, which guides how the agency delivers infrastructure while protecting and enhancing biodiversity. The policy promotes habitat connectivity, ecological restoration and habitat enhancement beyond statutory requirements. She has also developed supporting tools and initiatives, including construction management guidelines, fauna connectivity measures, a Transport Biobank for managing biodiversity credits, and a Transport Conservation Fund to restore habitat and replace trees or hollows removed during construction. Together, these measures embed biodiversity considerations across Transport's operations and support transparent and measurable environmental outcomes.

During her time at the Office of Environment and Heritage, Ms Ravallion established the NSW Saving our Species Program, which prioritises investment to achieve the greatest benefit for threatened species. She also led the development of the NSW Biodiversity Certification Assessment Methodology and the NSW Biodiversity Offset Policy for Major Projects, both of which brought consistency, predictability and strategic clarity to biodiversity assessment and offsetting.

Ms Ravallion's contributions have had system-wide impact, influencing policy, reform, and decision-making. Her ability to translate complex scientific and legislative material into practical, actionable advice has made her a widely respected expert in biodiversity management in NSW.

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

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

**Ms Anne Reddie**, Rozelle NSW 2039

For outstanding public service to education in NSW, particularly in child wellbeing and mental health services.

Ms Anne Reddie has dedicated over three decades to public education in NSW. Her service spans the roles of teacher, principal, psychologist, and currently, the Department of Education's director of Child Wellbeing and Mental Health Services. She has shaped state-wide mental health policy, pioneered trauma-informed practices, and developed critical resources and services that remain in use today. Her work blends clinical expertise, pedagogical excellence and visionary leadership.

One of Ms Reddie's most notable achievements was leading the department's contribution to the repatriation and reintegration of children returning from overseas conflict zones. These children had experienced significant trauma and required specialised support, which was expertly provided under her leadership. The initiative was formally commended at a state and federal level and remains a powerful example of leadership that balances complexity with compassion.

Ms Reddie has significantly advanced suicide prevention initiatives in NSW schools. She has expanded the reach of the internationally recognised Youth Aware of Mental Health program to over 46,000 students and developed an accredited training package in suicide postvention. Additionally, Ms Reddie led the creation of a postvention follow-up process to review student deaths by suicide, ensuring trauma-informed practices and continuous improvement in suicide prevention strategies.

During the COVID-19 pandemic, she was instrumental in developing system-wide solutions to support student wellbeing, aid remote learning and the transition back to face-to-face schooling. Similarly, in regions impacted by flooding, Ms Reddie's leadership ensured the rapid delivery of counselling and wellbeing services, restoring safe and functioning school communities.

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

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

**Mr David John Sherley**, Bathurst NSW 2795

For outstanding public service to local government and the Bathurst region.

Mr David Sherley has devoted over 37 years to public service in New South Wales and has served for over 20 years as the general manager of the Bathurst Regional Council. In this role, Mr Sherley has led numerous transformative projects, reflecting his dedication to enhancing the Central West region's infrastructure, cultural institutions, and community resilience.

One of his most defining achievements has been the transformation and stewardship of Bathurst's nationally significant cultural and tourism assets. Under his leadership, the globally recognised Mount Panorama circuit has been expanded from a single flagship event venue to a multi-format racing precinct. He has overseen major infrastructure upgrades which have had a profound economic impact.

Mr Sherley has been instrumental in the conception, development and enhancement of cultural facilities in the region, including the Australian Fossil and Mineral Museum, the Bathurst Rail Museum, the Bathurst Regional Art Gallery, the Ben Chifley Home and Education Centre, National Motor Racing Museum, and the Central Tablelands Collections Facility. These institutions have positioned Bathurst as a cultural destination and have enriched the local community through preserving local heritage. Mr Sherley has also been committed to upgrading local sporting facilities.

During times of crisis, including droughts, fires, and floods, Mr Sherley's calm and effective leadership has been crucial in ensuring the community's survival and resilience. His work in floodplain management and disaster resilience has helped prepare the region for future events and has fostered a strong sense of community goodwill.

Mr Sherley's exemplary service and enduring leadership in local government reflect the highest standards of public administration. His contributions have left a lasting legacy which is visible in the infrastructure delivered. Mr Sherley has consistently shown a deep commitment to community outcomes, and his strategic leadership has helped to ensure financial stability for the region.

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

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

**Ms Kathryn Elizabeth Tidd, NSW**

For outstanding public service to disability advocacy in the NSW public sector.

Ms Kathryn Tidd is the manager of People Experience and Information at the Department of Customer Service (DCS) and has dedicated over two decades advocating for accessibility, equity, and inclusion for public servants with disabilities. As a founding member and co-chair of the NSW public sector's whole-of-government Disability Employee Network (DENConnect), she has transformed it into a trusted and influential platform for peer support, policy consultation, and advocacy. She played a crucial role in developing the Disability Inclusion Plans, ensuring staff with lived experiences were consulted during policy design. She also significantly contributed to the Workplace Adjustment Passport initiative, facilitating essential adjustments that reflect the needs of public servants with disabilities.

In 2020, Ms Tidd led the Increasing Employment of People with Disability program at DCS, resulting in the number of employees at Revenue NSW identifying as having a disability nearly tripling in three years. She continued this work voluntarily after the program ended, maintaining momentum and championing employment pathways for people with disabilities. Ms Tidd's professional contributions extend beyond her role at DCS. She serves as a board member of the Intellectual Disability Rights Service and initiated the Everyone at Work program, creating tailored, inclusive pathways into public sector roles for people with intellectual disabilities. She developed disability confidence training, now mandatory for all people leaders and recruitment staff at Revenue NSW.

A strong advocate for digital inclusion, Ms Tidd championed Accessibility NSW, ensuring digital systems are designed for everyone. Her efforts have raised standards and integrated accessibility into government service delivery.

Ms Tidd is a passionate innovator. Her ability to drive change within government on behalf of those who are often least represented is remarkable. Her dedication has changed lives and shifted the culture, making the public service a fairer place for those with disabilities.

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

***New South Wales***

**Ms Joann Wilkie**

For outstanding public service to fiscal management in NSW particularly during the COVID-19 pandemic.

Ms Joann Wilkie is the deputy secretary, Economic Strategy and Productivity at NSW Treasury. In this capacity, she is the principal source of economic advice to the secretary, treasurer, and the Expenditure Review Committee of Cabinet to ensure the state is prepared for challenges and opportunities to support the prosperity and wellbeing of NSW citizens.

Ms Wilkie played a critical role in the effective NSW response to the COVID-19 pandemic, which was both an unprecedented health threat and a significant economic shock. Her leadership in economic policy development was influential in maintaining a well-functioning economy, high levels of employment, and the successful management of public finances during this period of intense stress and complexity.

Between January 2020 and 30 June 2021 Ms Wilkie was critical in delivering options to Cabinet that supported a swift and effective response within the fiscal capacity of the state. She led a broad economic response, including advice on economic impacts, support to businesses such as grants, taxation measures and leaseholder relief, and productivity-boosting reforms. She led Treasury's engagement with the Commonwealth to ensure their partnership in the delivery of JobSaver, the flagship business support program.

A key to Ms Wilkie's success during this period of turmoil was her excellent stakeholder engagement. She met on a weekly basis with the business community, unions, and economic peak bodies, providing confidence in the government's ability to steer through the emergency. Ms Wilkie's commitment to understanding industry's needs and concerns and developing workable solutions was continually displayed during these interactions. NSW Treasury has a legacy from this experience and since the crisis it has been able to leverage relationships established to lift the quality of its advice to government.

Ms Wilkie's authentic leadership style, integrity, and ability to balance competing demands were essential in finding a path through the high expectations placed on Treasury during the pandemic.

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

### ***Victoria***

**Ms Anne Lorraine Congleton**, Ivanhoe VIC 3079

For outstanding public service in policy and service design, corporate resources management and operational service delivery.

Ms Anne Congleton has delivered transformative reforms for vulnerable Victorians over a career spanning more than four decades, including 26 years with the Department of Families, Fairness and Housing. Her leadership has shaped major systems improvements across disability, housing and homelessness, and children and families. Her work has consistently integrated cross-sector priorities to drive better outcomes, while her ability to lead with clarity, compassion and purpose has made her an exemplary figure in the Victorian Public Service.

Ms Congleton has worked in close partnership with First Nations communities to advance self-determination, playing a pivotal role in the development of Korin Korin Balit Djak, Victoria's first departmental self-determination plan led by Aboriginal people. She has continuously prioritised culturally safe, client-focused services for Aboriginal children and families, and is deeply respected for her commitment to walk alongside staff and community in promoting self-determination. Her advocacy has elevated Aboriginal cultural safety across the department and embedded lasting change.

As the deputy secretary and an Executive Directions board member, Ms Congleton has consistently championed the client voice, setting high standards for herself and her teams. Her ethos of making a difference at every opportunity has driven innovation. This was highlighted during the COVID-19 pandemic, where she applied new models of service delivery to meet urgent community needs.

Ms Congleton's legacy is reflected in the culture she has shaped, one of inclusion, excellence and deep respect for community. Her work has strengthened service systems, empowered staff, and improved outcomes for clients across Victoria. She has built strong, genuine partnerships across government and the sector, fostering collaboration and shared purpose. The impact of her leadership continues through the people she has mentored and the communities she has championed, leaving a lasting imprint on the Victorian Public Service.

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

### ***Victoria***

**Ms Andrea Lee Davidson, VIC**

For outstanding public service to youth justice in Victoria.

As Victoria's commissioner for Youth Justice, Ms Andrea Davidson has led transformative reform across youth justice community and custody operations. Her work is driven by a deep commitment to improving outcomes for children and young people in contact with the criminal justice system. Ms Davidson has dedicated her career to supporting young people and their families, consistently working to help young people turn their lives around and build safer, more inclusive communities.

Her belief that a fairer justice system is built through genuine, sustained engagement with community is demonstrated by her leadership in delivering and opening the Cherry Creek Youth Justice Precinct, which provides a modern, rehabilitative environment for young people. She also established the South Sudanese Australian Youth Justice Expert Working Group, reshaping how government works with culturally and linguistically diverse communities. In partnership with the Aboriginal Justice Caucus and community, she led the delivery of Wirkara Kulpa, Victoria's first Aboriginal Youth Justice Strategy, written by and for Aboriginal young people, elevating the importance of co-design and cultural safety.

Ms Davidson has embedded a culture of continuous improvement, informed by international best practice and a strong commitment to transparency throughout her work in the youth justice system. She has championed evidence-based approaches while prioritising the insights of Youth Justice staff, sector partners, and the voices of young people under supervision. Her leadership has strengthened service delivery, enhanced community safety, and built trust in the system. Her work has left a legacy in the Department of Justice and Community Safety and across the Victorian public sector, one defined by integrity, resilience, and a relentless focus on better outcomes for young people.



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

### ***Victoria***

**Ms Kate Leslie Gavens, VIC**

For outstanding public service in leadership and innovation in environmental policy and legislation.

Ms Kate Gavens has dedicated over 20 years to public service in environmental policy and regulation, delivering transformative reform that has strengthened the protection of Victoria's biodiversity, wildlife and forests. As Victoria's inaugural chief conservation regulator, she led the establishment of the Conservation Regulator, building it into a transparent, best-practice regulator for wildlife, forestry and public land. Her leadership has delivered measurable improvements in environmental outcomes and accountability across the sector.

Ms Gavens has driven significant reform throughout her career, including the creation of Victoria's first publicly available contaminated land database and the modernisation of the state's environment protection legislation. As interim chief conservation regulator from 2016 to 2019, she reshaped regulatory practices, leading a major organisational restructure to establish an independent regulator overseeing timber harvesting, biodiversity, public land use and fire prevention. She built a skilled workforce of 120 staff across Victoria and delivered key frameworks including the Conservation Regulator's enforcement policy, engagement strategy and transparent reporting regime. Her commitment to regulatory excellence extends beyond her immediate portfolio.

Ms Gavens has worked closely with Better Regulation Victoria to advance best-practice regulation across the public sector. She also led the creation of the Department of Energy, Environment and Climate Action's Regulators Community of Practice, which she continues to chair, bringing together regulators from Agriculture Victoria, Recycling Victoria and Earth Resources Victoria to embed consistent, high-performing regulatory approaches.

Ms Gavens's leadership has reshaped environmental regulation in Victoria, embedding transparency, cultural safety, and community engagement into core practice. Her work has strengthened public trust, improved environmental protection, and positioned Victoria as a national leader in regulatory innovation. Her legacy is reflected in the systems she has built, the culture she has fostered, and the enduring impact of her work on Victoria's natural environment.

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

### ***Victoria***

**Ms Jodie Geissler**, Camberwell VIC 3124

For outstanding public service in the health and mental health sectors of Victoria.

Ms Jodie Geissler is a highly accomplished public sector leader with over 20 years of experience in the health and mental health sectors. Her leadership has delivered lasting improvements to health outcomes for Victorians, particularly through her roles as the chief executive officer of the Royal Commission into Victoria's Mental Health System, and as the deputy secretary of Hospitals and Health Services at the Department of Health.

Ms Geissler has consistently delivered better outcomes for patients, the workforce and the broader community in both strategic and operational executive roles. As the chief executive officer of the Royal Commission into Victoria's Mental Health System, Ms Geissler played a pivotal role in shaping national conversations around mental health reform. Her strategic insight and deep commitment to public service were instrumental in delivering groundbreaking recommendations that have redefined the governance, funding and operation of Victoria's mental health system.

She united a previously fragmented sector, bringing together all levels of government, service providers and communities to deliver a clear, achievable and funded blueprint for reform. In her role as the deputy secretary of Hospitals and Health Services, Ms Geissler led the Victorian health system through the COVID-19 pandemic, ensuring access to quality care under extraordinary pressure. She oversaw the design and delivery of the COVID Catch-Up Plan, which resulted in the highest annual number of public surgery procedures ever conducted and a significant reduction in the planned surgery waitlist. She also championed the Timely Emergency Care Collaborative, which improved emergency department performance across the state.

Ms Geissler has driven innovation in care delivery, with a focus on the provision of virtual care, and care in the community. Her leadership has transformed how Victorians access care, strengthened system resilience, and positioned Victoria as a national leader in health reform.

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

### ***Victoria***

**Ms Michaela Joy Hart, VIC**

For outstanding public service to archival practice and access to records.

Ms Michaela Hart has delivered exceptional public service through her leadership in archival services and records accessibility, with particular focus on care leavers and vulnerable Victorians. Over her distinguished career, Ms Hart has championed public access to historical records, enabling individuals who experienced state care to reclaim their stories and identities.

Her work has transformed how sensitive records are managed and accessed, ensuring individuals seeking information are met with dignity, compassion and care. Ms Hart has held key roles across the Department of Health and the Department of Families, Fairness and Housing, where she oversaw the preservation and accessibility of more than one million paper-based records, some dating back over 150 years. She has demonstrated leadership and service excellence by embedding client-centred records management practices.

Ms Hart played a pivotal role in the department's operational response to the Royal Commission into Institutional Responses to Child Sexual Abuse, contributing her expertise to ensure sensitive and trauma-informed record keeping during a critical period. Recognised globally, Ms Hart has set new benchmarks in trauma-informed archival practice. She has been instrumental in recognising and addressing the impact of vicarious trauma on archivists.

Through the development and delivery of a comprehensive training program, she has promoted mental health awareness and self-care across multiple government departments, fostering a culture of wellbeing and resilience. Ms Hart's work, grounded in trauma-informed principles and a person-centred ethos, has improved productivity, strengthened public trust, and ensured the ethical stewardship of public records.

A tireless advocate for individual rights, Ms Hart champions those represented in records, those seeking access to them, and those entrusted with managing them. Her leadership has reshaped archival practice across government and driven lasting cultural change. Her legacy lives on in the systems she has improved, the staff she has empowered, and the people she has helped reconnect with their histories, making her work a cornerstone of compassionate and forward-thinking public service.

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

### ***Victoria***

**Mr Anthony John Kolmus**, Ferny Creek VIC 3786

For outstanding public service in the disability and social services sectors.

Mr Anthony Kolmus has demonstrated an outstanding commitment to protecting the rights of vulnerable Victorians throughout his career in public service. His work has consistently focused on improving outcomes for people with disability, children and young people, people experiencing homelessness, and other marginalised communities, ensuring they understand and exercise their rights, including the right to live free from violence. Drawing on extensive experience in statutory agencies and the non-government sector, Mr Kolmus has advanced safe and accountable service provision for Victorians experiencing vulnerability.

Mr Kolmus has held key leadership roles across the Office of the Disability Services Commissioner, the Department of Families, Fairness and Housing as the Human Services Regulator, and now as Director, Child Safeguarding and Cultural Safety at the Social Services Regulator (SSR). At the Human Services Regulator, he elevated the approach to assessing and enforcing compliance with the Child Safe Standards, working closely with stakeholders to build awareness and capability across the sector. His leadership ensured that child safety was not only a regulatory requirement but a shared responsibility. He also led the implementation of strengthened regulatory oversight of Supported Residential Services Accommodation and Personal Support Standards, resulting in the exclusion of organisations assessed as unfit to deliver services and enhanced safety for people with disability.

At the SSR, Mr Kolmus led the development of the Aboriginal Cultural Safety and Engagement function, embedding cultural safety into the regulator's core operations. He also oversaw the rapid implementation of the Worker Carer Exclusion Scheme with six weeks' notice, collaborating with social service providers to ensure children were safeguarded and organisations supported through the transition.

Mr Kolmus's work has driven significant improvements in regulatory practice in Victoria, embedding cultural safety, strengthening child safeguarding, and improving sector readiness for reform. His leadership has created a more inclusive, responsive and protective environment for vulnerable Victorians, leaving a lasting legacy in public service.

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

### ***Victoria***

**Ms Joan Ursula Phillips, VIC**

For outstanding public service in environmental governance and stewardship.

Ms Joan Phillips has shaped Victoria's natural resource and environment sectors over four decades of public service. She has demonstrated visionary leadership, innovative policy development and a deep commitment to inclusivity while consistently delivering excellence in program implementation.

In 1998, as the project leader for the Environment Conservation Council's Marine, Coastal and Estuarine Investigation, she transformed contentious public discourse into landmark legislation. This resulted in the establishment of Victoria's no-take marine national parks and sanctuaries, becoming the first representative system of its kind in Australia and setting a global benchmark in marine conservation.

Ms Phillips's leadership has fostered diversity and inclusion within the Victorian public sector. As the first woman to lead the secretariat of the Victorian Environmental Assessment Council (VEAC) in its 54-year history, she championed gender representation and created a thriving professional environment for her team. Under her stewardship, VEAC completed 18 major investigations and over 30 reports, shaping critical decisions on public land and environmental policy.

The broader impact of Ms Phillips's work is evident in the transformation of Victoria's parks and reserves system, strengthened environmental stewardship, and a more inclusive public service culture. Her legacy is reflected in the policies she has shaped, the teams she empowered, and the enduring protection of Victoria's natural heritage.

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

### ***Victoria***

**Mrs Elizabeth Marie Wilson, VIC**

For outstanding public service and leadership in digital capability and safety in public education.

As the inaugural chief information officer (CIO) at the Department of Education, Ms Elizabeth Wilson has delivered transformative leadership in digital capability, driving major improvements in the department's information technology services. Her work has made the department more agile and responsive to demand, enhanced delivery certainty, and significantly improved online safety for staff and students.

Ms Wilson has applied her deep understanding of technology to address complex business challenges, including delivering the Securing Connected Leaders Program, an initiative migrating over 1,500 Victorian schools and nearly 700,000 users onto department platforms to deliver safer, more integrated digital services at-scale. Her strategic foresight and operational leadership have increased privacy and cybersecurity, and reduced child safety risks.

Ms Wilson is a recognised leader among CIOs across the Victorian Government, nationally through collaboration with other jurisdictions, and via federal bodies where she has contributed to national improvements in education technology. She has been instrumental in the creation of the Safer Technology for Schools Initiative, an Australia-wide program that supports schools in making informed decisions about technology services. This initiative has improved online safety and security for students across the country and set a new benchmark for digital risk management in education.

Ms Wilson has consistently advocated for digital inclusion and equity in education, and her expertise is sought-after across sectors. Her ability to lead complex reform, build collaborative partnerships, and deliver tangible outcomes has strengthened public education and positioned Victoria as a leader in safe, inclusive and innovative digital learning environments.

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

### ***Queensland***

**Dr Jason Brown, QLD**

For outstanding public service to support clinical outcomes for burns patients and digital health transformation in Queensland.

Dr Jason Brown is the director of the Professor Stuart Pegg Adult Burns Services at the Royal Brisbane and Women's Hospital, which is the largest burns centre in Australia. The centre services the state of Queensland, northern New South Wales, the Pacific Islands and the Northern Territory. Dr Brown is also the Metro North Hospital and Health Service's chief digital health officer.

As the clinical lead of the Burns Biofabrication Research Program at the Herston Biofabrication Institute and the director of the Queensland Skin Culture Centre, Dr Brown is at the forefront of cutting-edge research and innovation which contributes to significantly improving the survival rates and quality of life of burns patients.

Dr Brown has provided outstanding clinical leadership of pioneering scientific research projects shared nationally and internationally to improve long-term survival and outcomes for patients with burns injuries. He has treated victims of the Ravenshoe Café Disaster in June 2019 and the Anglo American Grosvenor Mine Disaster in May 2020. He also led a team from Queensland who flew to Auckland, New Zealand to help in the delivery of life-saving burn care to survivors of the White Island Volcano Disaster in December 2019.

As a chief digital health officer, Dr Brown has led major hospital capital works programs and infrastructure re-development projects that have delivered digital clinical services to Queensland patients. Dr Brown is an advocate for innovation within clinical practice and has championed machine learning as part of clinical modelling, the use of artificial intelligence in clinician training, and delivery of cloud-based data and analytics capability for Metro North Hospital and Health Service.

Dr Brown brings an unsurpassed combination of clinical expertise, knowledge of digital systems, intellect and commitment, with patient care and quality of life at the forefront of his work.

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

### ***Queensland***

**Mr Claude Douglas Jones, QLD**

For outstanding public service to educational reforms in Queensland schools.

Mr Claude Jones has made major contributions to advancing education in Queensland through his dedicated service and leadership of several significant statewide reform initiatives. After almost 20 years as a committed and passionate teacher and school leader in Queensland schools, Mr Jones played a pivotal role in the design and implementation of the Queensland Department of Education's OneSchool management system.

OneSchool is a comprehensive and specialised software program that enables over 1,200 Queensland state schools to manage key teaching and school administrative activities, as well as the ongoing support of students, in a safe, efficient and effective manner. It was a significant reform initiative that has streamlined many processes and continues to be used today.

As the executive director of Assessment Reporting and ICT Systems within the Queensland Curriculum and Assessment Authority (QCAA), Mr Jones was instrumental in leading the design and implementation of the Advancing Futures policy initiative, which introduced new senior assessment and tertiary entrance systems in Queensland. This reform was delivered through transformational ICT platforms and assessment regimes.

The development of the new ICT infrastructure provided a single gateway through which Queensland schools can individually and securely interact with the QCAA in a more dynamic and interactive way, and which is tailored to each end user's needs. The new platforms and tools enabled schools to analyse their school and student achievement data to make evidence-based decisions about their teaching programs to enhance learning experiences and outcomes, as well as supporting thousands of teachers to access professional learning and engagement opportunities regardless of where they may be located across the state.

As a leader within the educational landscape, Mr Jones has consistently exemplified qualities of vision, integrity, and inclusivity. His leadership has fostered a culture of continuous improvement and excellence within the QCAA, and his systems leadership has laid strong foundations for generations to come.



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

### ***Queensland***

**Mr David Leslie Kafoa**, Casuarina QLD 2487

For outstanding public service in civil, road and structures maintenance in Queensland.

For over 40 years, Mr David Kafoa has provided exemplary service to the public through his work in civil, road and structures maintenance, and electrical projects with Queensland's Department of Transport and Main Roads.

Starting with the department as a cadet construction technician, Mr Kafoa fulfilled supervisor, roads inspector, project manager and senior project manager roles, until becoming an operations manager, a role he has occupied for the past 18 years. Mr Kafoa's involvement in a number of key projects, including the development of the Truck Mounted Attenuator Guidelines, which set the standard and has been used as a model for technical documents for these vehicles Australia-wide, demonstrates his outstanding dedication and performance in public service.

He has excelled as a tireless, reliable and resourceful leader under the extremely challenging circumstances posed by large-scale public events like the 2018 Commonwealth Games, and across numerous challenging emergency events such as extreme flooding, tropical cyclone aftermath, rockslides, fire, and serious vehicle crashes.

Mr Kafoa has orchestrated rapid and innovative yet well-planned and effective response, recovery and maintenance solutions to restore infrastructure access and ensure safety for the community. His exceptional leadership and problem-solving abilities, especially under high-pressure conditions, applied with utmost humility, inspire his colleagues and benefit his community.

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

### ***Queensland***

**Mrs Renee Melissa Kyle, QLD**

For outstanding public service to First Nations justice, policy and program reform in Queensland.

Mrs Renee Kyle, a proud descendant of the Koa people from the Winton area, has dedicated her personal and professional life to improving justice outcomes for Aboriginal and Torres Strait Islander peoples in Queensland. Over the past 26 years, Mrs Kyle's outstanding service with Queensland's Department of Justice has made a profound positive impact on the public service and the communities she serves.

After joining the department through the Queensland Government Aboriginal and Torres Strait Islander traineeship program in 1999, Mrs Kyle has gone on to excel throughout her career. She is currently the director of Engagement and Partnerships within the department's First Nations Justice Office, where she is a dedicated leader, tireless advocate and respected cultural voice internally, and in the Queensland justice system more broadly.

Mrs Kyle's leadership drives systemic reform through culturally responsive programs, community-led justice initiatives, and policy development grounded in lived experience and cultural expertise. In 2018, Mrs Kyle led the establishment of the first Magistrates Court of Queensland Reconciliation Action Plan 2018-2021 which ensures that Aboriginal and Torres Strait Islander values and perspectives are embedded in court operations.

Since 2023, Mrs Kyle has led the delivery of Better Justice Together, a co-designed whole-of-government and community strategy to address the over representation of Aboriginal and Torres Strait Islander peoples in the justice system. Her unwavering personal and professional commitment has strengthened relationships between government, the judiciary and Aboriginal and Torres Strait Islander communities. She has also strengthened cultural capability across the department by inspiring others and fostering reconciliation, inclusion and empowerment.

Mrs Kyle's contributions have improved the way the justice system works with, and for, Aboriginal and Torres Strait Islander peoples in Queensland. Her contributions will have a significant impact on the lives of some of Queensland's most vulnerable community members for years to come.

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

### ***Queensland***

**Mr Kenneth John Sherwood, QLD**

For outstanding public service to the surveying industry in Queensland.

During his 27-year career with the Queensland Government, Mr Kenneth Sherwood has successfully undertaken many roles in surveying. His contribution to the Queensland public sector is demonstrated through his leadership, innovation and expertise in the surveying industry.

Mr Sherwood formalised his career in surveying in 1989 when he attained his Associate Diploma in Applied Science from the University of Southern Queensland. Since that time, he has added to his formal qualifications both in surveying and leadership and has applied his learning and experience for the betterment of the surveying industry, the public service and the Queensland community.

Recognising the need for inclusivity and equity in organisational culture, Mr Sherwood pushed for reforms within the surveying industry. He has engaged in thoughtful dialogue with industry stakeholders, creating mentorship programs and fostering environments where women can flourish. As a result, the industry has become more diverse, dynamic, and innovative. Within the Queensland Government, Mr Sherwood has led gender reform which included significant research and engagement with industry stakeholders to increase the number of female surveyors within the industry.

Mr Sherwood is recognised nationally for his work in the surveying industry. By promoting the surveying profession, the public service as an employer of choice and providing clear pathways for women to succeed and by demonstrating a commitment to equal opportunity, Mr Sherwood encourages a more balanced, productive, and supportive industry environment, paving the way for future generations of women to excel and lead.

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

### ***Queensland***

**Mr Scott Michael Stewart**, Ashgrove QLD 4060

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

Mr Scott Stewart's exemplary career with Brisbane City Council spanned two decades of visionary leadership delivering critical infrastructure that helped shape Brisbane's reputation as Australia's lifestyle capital.

As the divisional manager of Brisbane Infrastructure until May 2025, Mr Stewart expertly directed a complex portfolio spanning transport, engineering, asset management, and waste services, providing vital infrastructure and services to the city's growing population and to keep Brisbane moving. Under Mr Stewart's leadership, the Brisbane City Council delivered an infrastructure program that transformed Brisbane's transport network and urban landscape. Key projects included the Brisbane Metro, the TransApex tunnels network, Kangaroo Point Bridge and major upgrades to Kingsford Smith Drive. These projects have improved liveability for Brisbane residents by increasing travel safety, expanding public transport options, enhancing parks and public spaces, and supporting long-term affordability.

Known for his authentic leadership and dedication to keeping Brisbane moving, Mr Stewart mentored emerging leaders and fostered strong partnerships across government, industry, and community stakeholders. His calm and strategic guidance was pivotal during major challenges, including the 2011 and 2022 floods, and the COVID-19 pandemic, ensuring the continuity of essential services and infrastructure resilience.

Mr Stewart's transformational work has significantly advanced transport efficiency, safety, and urban amenity, positioning Brisbane for a sustainable and prosperous future as it prepares to host the 2032 Olympic and Paralympic Games. His legacy endures in the city's world-class infrastructure and the next generation of leaders he helped develop.

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

### ***Western Australia***

**Mrs Wendy Casey, WA**

For outstanding public service in Aboriginal health policy, cultural understanding and supporting improved health outcomes for Aboriginal communities.

Ms Wendy Casey has worked in Aboriginal health policy for over two decades, currently serving as director of the Aboriginal Health Policy Directorate in the WA Department of Health. Her work has focused on improving health outcomes for Aboriginal people through policy development, workforce initiatives, and cross-sector collaboration.

In 2013, Ms Casey led the development of the WA Aboriginal Health and Wellbeing Framework, a long-term strategic document created through extensive consultation with Aboriginal communities. The framework has influenced policy across the health system, embedding culture as a key determinant of health and guiding service delivery through to 2030.

During the COVID-19 pandemic, Ms Casey played a key role in coordinating tailored public health messaging and surge planning for Aboriginal communities. She established the WA Aboriginal Advisory Group, bringing together representatives from the Aboriginal Community Controlled Health Organisation sector, WA Health, WA Police Force, and other agencies to support coordinated responses.

Ms Casey has contributed to workforce development, leading the implementation of a mandatory Aboriginal workforce policy and supporting cadetship and graduate programs. Under her leadership, the proportion of Aboriginal staff in WA Health has doubled over five years. She also oversaw the rollout of a cultural eLearning module, now in its second edition, which has improved cultural awareness across the system. Her recent work includes convening the WA Aboriginal Health Executives Roundtable, focused on elevating cultural determinants of health and addressing racism in the health system. She has also contributed to environmental health initiatives in remote communities, helping shape a model of care aligned with community needs.

Ms Casey's work continues to influence policy and practice across WA Health, supporting more inclusive, culturally responsive healthcare for Aboriginal people.

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

***Western Australia***

**Mrs Lynnette Harding**

For outstanding public service to the Moora community and support to the Western Australia Police Force.

Mrs Lynette Harding has served the Moora and wider Wheatbelt community for over 50 years, including more than 43 years as the customer service officer at the Moora Police Station. Her role has been central to the station's operations and its relationship with the local community. As the first point of contact for many community members, Mrs Harding has been a consistent and trusted presence. Her administrative expertise, local knowledge, and ability to support officers and community members alike have made her an integral part of the Moora police team. Officers in charge across decades have described her as the backbone of the station, providing critical support and continuity.

Mrs Harding's contributions extend beyond her formal duties. She has played a key role in community engagement initiatives, including the creation of a station mural that brought together diverse groups in a shared project. Her efforts have helped build stronger relationships between police and the local Indigenous community, contributing to improved trust and cooperation. She has also been active in local organisations such as the Rotary Club of Moora, the Local Drug Action Group, and the Moora Agricultural Show, helping to coordinate events and fundraising efforts that support both the police and the broader community.

During the 1999 floods that devastated Moora, Mrs Harding played a leadership role in maintaining police services and supporting the community's recovery. Her resilience and commitment during times of crisis have been a steadying force. Mrs Harding's long-standing service has had a lasting impact on the WA Police Force and the Moora community. Her dedication, discretion, and community spirit continue to reflect the values of public service at its best.

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

### ***Western Australia***

**Mr Richard James Sellers, WA**

For outstanding public service in leading strategic reform, resource development and promoting inclusive engagement across government and industry.

Mr Richard Sellers has served in the public sector since the mid-1980s, contributing to a wide range of portfolios across Western Australia and the Northern Territory. His career has been defined by a commitment to reform, collaboration, and innovation in public policy and service delivery.

Mr Sellers has held senior leadership roles in multiple departments, including the Department of Transport, the Department of Jobs, Science, Innovation and Trade, and the Department of Mines, Industry Regulation and Safety. He has led initiatives that have improved coordination, streamlined approvals, and supported sustainable development across the state. His work has had a lasting impact on infrastructure planning, including the establishment of the Westport Taskforce and the Regional Aviation Taskforce. He has also championed digital transformation, overseeing the digitisation of vehicle licensing and the rollout of the ServiceWA pilot in Bunbury, which provides access to over 85 government services through a single platform.

Mr Sellers's leadership in resource development includes supporting Geological Survey WA, expanding core libraries, and promoting exploration through the Exploration Incentive Scheme. He was instrumental in establishing the Mining Rehabilitation Fund, which enhances the state's capacity to manage abandoned mine sites.

His commitment to inclusive engagement is evident in his efforts to strengthen relationships with First Nations communities, particularly through Indigenous Land Use Agreements and infrastructure projects supporting WA's clean energy transition. His 2023 study tour to Canada informed new approaches to First Nations engagement in WA. Mr Sellers continues to advocate for cross-government reform through initiatives like StreamlineWA, helping to improve regulatory practice and support economic growth. His work reflects a long-standing dedication to public service and the future of Western Australia.

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

### ***South Australia***

**Mr Scott Anthony Bayliss, SA**

For outstanding public service in delivering digital transformation and reform initiatives.

Since 2012, Mr Scott Bayliss has excelled in multiple leadership roles across multiple agencies throughout his career with the South Australian Government. In each role he has consistently demonstrated a strong commitment to public service by improving access and outcomes for South Australians.

Mr Bayliss served in the Attorney-General's Department from 2008 to 2017, first as the director of Strategic Projects and then as the executive director and chief information officer of Projects and Technology. During this period, he led significant administrative reforms which continue to benefit the state, including the establishment of the South Australian Employment Tribunal, creation of the Fines Enforcement and Recovery Unit and the establishment of the South Australian Civil and Administrative Tribunal.

He also led the Criminal Justice Information Management program, aimed at modernising and improving the flow and management of information across the criminal justice system. From December 2017 to November 2022, Mr Bayliss served in the role of chief information officer in the Department for Education.

Mr Bayliss embarked on a procurement and rollout program to provide quality, high-speed broadband for all schools and preschools. Known as Schools with Internet Fibre Technology (SWiFT), the program delivered high-speed broadband connections to over 900 public education sites, representing 99.8% of state schools and preschools. In late 2017, only 7% of public schools and preschools had access to reliable internet, highlighting the scale and impact of the SWiFT program. It marked an innovative mode of partnering with industry to deliver significant value for the state.

The SWiFT program gave a generation of South Australian children in the public school system the opportunity to benefit from learning experiences previously unavailable to them. Students from regional and remote areas were able to join classrooms in other parts of the state, accessing the education they needed to pursue their chosen pathways. Mr Bayliss's work has contributed to transforming digital infrastructure in education and delivered lasting benefits to South Australia's public school students.



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

### ***South Australia***

**Ms Rebecca Jane Huddy**, Cheltenham SA 5014

For outstanding public service as the principal of Westport Primary School.

For 15 years Mrs Rebecca Huddy has been the principal of Westport Primary School, a diverse primary school in Semaphore Park, Adelaide, South Australia. Mrs Huddy is guided by the belief that every child, regardless of background or circumstance, is given the opportunity to thrive academically, socially and emotionally.

Mrs Huddy has implemented a whole-child approach by prioritising academic success alongside genuine wellbeing support. She has championed evidence-based literacy and numeracy strategies tailored to students' individual needs and introduced innovative wellbeing programs that support students facing complex social and emotional challenges. She works closely with her leadership team and teaching staff to ensure each student is partnered with a teacher who is not only skilled in curriculum delivery but is also the best fit to support the child's learning style, social-emotional needs and individual potential.

Mrs Huddy leads her team in the use of data-informed decision-making to identify learning gaps early, enabling timely intervention and personalised support. She implemented the Fringedigenous event, held biannually, which celebrates Aboriginal and Torres Strait Islander culture bringing together students, families, artists, performers, and community members in a vibrant, respectful, and educational gathering. The event is attended by 2,000 people and has become a cornerstone of Westport Primary School's identity, highlighting the values of inclusion, respect, and reconciliation that she champions every day.

On each student's birthday, she personally delivers a canteen voucher, taking the time to connect with them one-on-one. She understands that for some children, this small gesture may be the highlight of their day. It is a simple yet powerful example of her compassion and attentiveness. Every afternoon, Mrs Huddy and her leadership team put on high-vis vests and supervise the busy pick-up zone. Despite being advised by the department that this task is not her responsibility, she continues without hesitation, because for Mrs Huddy, student safety and wellbeing always comes first.

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

### ***South Australia***

**Ms Tammie Michelle Pribanic, SA**

For outstanding public service through sustained leadership and reform in the Department of Treasury and Finance.

Ms Tammie Pribanic has dedicated over 30 years to the South Australian Public Service, holding senior roles in the Department of Treasury and Finance (DTF) since 1993. Beginning her career at the South Australian Government Financing Authority, she managed financial transactions in Australian interest rate, currency and derivative markets for the purpose of raising funds and managing the risk exposure of the state.

Ms Pribanic later led major commercial projects, including significant property and business sales, and oversaw the transition of the government's banking services from the Reserve Bank of Australia to a commercial provider. She rose quickly through leadership roles, including as the director of Revenue, executive director of Budget and Performance, and currently serves as the under treasurer. Her strategic leadership has delivered lasting impact. In 2023, she was instrumental in the government's housing response, A Better Housing Future, and played a critical role in the successful merger of the University of Adelaide and the University of South Australia. The new university will be supported by two self-sustaining government-owned investment funds, a research fund and a student support fund to ensure the new Adelaide university is financially sustainable and accessible to students from disadvantaged backgrounds. By 2034, it is expected to significantly contribute to the state's economy and educate more than 70,000 students.

Ms Pribanic is also a driving force for cultural and policy change in the public sector. She has championed gender equity, supported women returning from maternity leave, and created opportunities for emerging leaders through mentoring and flexible work arrangements. She established a policy reform function within DTF, strengthening its role in solving complex cross-government issues. She also helped establish the Board of Treasurers, providing national leadership and collaboration among state and territory treasuries. Ms Pribanic's career reflects a rare combination of technical excellence, visionary leadership, and a deep commitment to public service.

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

### ***Tasmania***

#### **Mr Mark Adrian Chladil**

For outstanding public service in the advancement of bushfire protection and community safety.

Since 1994, Mr Mark Chladil has been a leading authority within the Tasmania Fire Service (TFS) on hazard abatement and its application under the *Local Government Act 1993*. His deep expertise has shaped the way bushfire risk is managed across Tasmania, and his commitment to education and technical support has empowered local council abatement officers through training programs delivered on behalf of TFS.

Mr Chladil has consistently delivered service above and beyond the expectations of his role. Notably, he was called upon as an expert witness during the 2009 Victorian Bushfires Royal Commission, where he provided critical advice on planning and land management. His insights directly influenced the development of contemporary bushfire safety measures that continue to protect communities today.

Mr Chladil played a pivotal role in shaping early TFS guidelines for land use and planning in bushfire-prone areas. His contributions include the Planning Conditions and Guidelines for Subdivision in Bushfire-Prone Areas (1995) and the Guidelines for Development in Bushfire-Prone Areas of Tasmania (2005). These foundational documents have guided safer development practices and improved bushfire resilience across Tasmania.

Enduring leadership within TFS and across the fire protection sector has been a hallmark of Mr Chladil's career. Through his representation of the state in the Australasian Fire and Emergency Services Council (AFAC) and the Fire Protection Association of Australia, he has contributed to national policy development and technical advisory groups, helping to shape fire safety standards across Australia.

A respected mentor and advocate for safety and known for fostering a positive work culture, Mr Chladil is deeply respected by colleagues for his professionalism and dedication. His unwavering commitment to fire safety has delivered lasting benefits to TFS, the broader fire protection industry, and the Tasmanian community.

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

### ***Tasmania***

**Ms Catherine Anne Schofield, TAS**

For outstanding public service to mental health care in Tasmania.

A leader of exceptional calibre, Ms Catherine Schofield has demonstrated unwavering commitment to advancing mental health care in Tasmania. Since the early 2000s, her leadership across multiple mental health units has laid the foundation for her long-term success and sustainable service delivery.

Ms Schofield has worked in various capacities with the Department of Health Tasmania since 2001, contributing significantly to the advancement of mental health services across the state. She made history as Tasmania's first nurse practitioner in mental health, pioneering a role that has since become integral to mental health care delivery.

Ms Schofield later served as the mental health lead within the Office of the Chief Nurse, where she helped shape strategic direction and clinical standards. Her leadership and expertise led to her appointment as the clinical advisor to Tasmania's first minister for mental health and wellbeing, influencing policy and practice at the highest levels of government.

Ms Schofield's contributions have had a lasting impact on the mental health sector, and she continues to be a source of inspiration for excellence in clinical leadership. She remains committed to continuous professional development, actively pursuing growth in both nursing and leadership.

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

### ***Tasmania***

**Mr Malcolm John Smith, TAS**

For outstanding public service in cyber security.

Mr Malcolm Smith has worked in the Department of Premier and Cabinet for a total of 18 years and during his tenure has made a significant impact on cyber security at the local, state, and national levels. He has represented Tasmania on numerous national working groups and committees, in the development of national policy and guidance and is dedicated to ensuring Tasmania's interests are recognised on the national stage. His support and expert advice to both industry and local government has helped shape cyber security strategies and responses across sectors. Mr Smith has made significant contributions to national cyber security management efforts, primarily through the coordination of cyber incidents and the sharing of information and knowledge across Australian jurisdictions.

Known for going above and beyond his formal role, Mr Smith has dedicated countless hours, including weekends, holidays, and after hours, to leading and supporting Tasmania through critical cyber incidents and events. He has played a pivotal role in delivering cyber security services for the Tasmanian Government, including whole-of-government coordination during major incidents and the implementation of process improvements that have enhanced productivity and outcomes. Under Mr Smith's leadership, Tasmania has put in place a new cyber security strategy designed to build resilience and safeguard the digital information of Tasmanians. The strategy was developed following extensive consultation to provide a clear direction to help protect Tasmanians against a continually changing cyber threat environment.

A respected leader, Mr Smith has built a high-performing team and fostered a positive workplace culture. His leadership and advice are widely sought across agencies. Over the course of his tenure, he has led numerous cross-agency responses, reinforcing his reputation as a trusted and visionary leader in the field of cyber security.

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

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

**Clinical Associate Professor Philip John Crispin, Googong NSW 2620**

For outstanding public service in patient blood management and transfusion medicine.

Clinical Associate Professor Philip Crispin is recognised for his transformative leadership and sustained excellence in Patient Blood Management (PBM) in Australia. Over more than two decades, his work has reshaped transfusion medicine, improved patient safety, and optimised the use of blood products.

As a senior staff specialist at Canberra Health Services, Clinical Associate Professor Crispin has consistently exceeded expectations, pioneering initiatives such as the ACT Haemovigilance Project, a quality improvement initiative that produced measurable improvements in the appropriateness of red cell transfusions. This foundational project directly prevented adverse patient outcomes and established a best-practice model for transfusion quality in the ACT that has been built upon for two decades. His most significant achievement is his leadership in PBM. He was a driving force behind the award-winning IRONing out Maternity Blood Management program, which significantly improved maternal and neonatal outcomes. Beyond his clinical role, Clinical Associate Professor Crispin has voluntarily contributed to national policy and guideline development.

He currently serves as the president of the Australian and New Zealand Society of Blood Transfusion, and has held key roles on national committees, including the National Blood Authority's PBM Advisory Committee. His leadership has resulted in the creation of national clinical standards, including guidelines for electronic medical records in transfusion and Rhesus D non-invasive prenatal testing.

Clinical Associate Professor Crispin's work has delivered measurable improvements in clinical outcomes, system efficiency, and public service capability. Clinical Associate Professor Crispin exemplifies the highest standards of public service and innovation in healthcare.

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

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

#### **Mr Derek Anthony Kettle**

For outstanding public service in legal leadership and constitutional advice.

Mr Derek Kettle has provided distinguished service to the ACT Government, particularly through the provision of strategic legal advice across public and constitutional law. For nearly three decades, Mr Kettle has consistently demonstrated exceptional legal acumen, guiding the territory through complex and high-profile legal challenges in the Magistrates, Supreme, Federal, and High Courts.

His leadership ensured trusted and reliable responses were provided during the territory's response to the COVID-19 pandemic and the 2020 and 2024 ACT Elections. He provided timely, informed and effective advice to relevant minister's offices and senior officials, enabling progress and achieving well-informed outcomes during uncharted times. Mr Kettle's expertise has helped shape policy development on landmark issues including voluntary assisted dying and marriage equality, reflecting his broad legal knowledge and commitment to the public service.

Mr Kettle has played a pivotal role in defending the territory's interests in nationally significant cases, including constitutional challenges related to jury and non-jury trials, the acquisition of Calvary Hospital, and the imposition of territory or state taxes. His support to the solicitor-general in these matters demonstrates his standing as a trusted legal strategist.

Mr Kettle fosters strong partnerships with client agencies, ensuring legal services are responsive, transparent, and aligned with government obligations. His dedication to nurturing legal talent within the ACT Government Solicitor's office has contributed to a culture of professionalism and public service excellence. Mr Kettle exemplifies the highest standards of legal service in government, combining extensive knowledge with a deep commitment to the Australian Capital Territory and its people.

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

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

**Ms Anne-Maree Sabellico, ACT**

For outstanding public service in leading reforms in child protection and youth justice.

Ms Anne-Maree Sabellico is a highly respected leader in child protection and youth justice, with a distinguished career spanning over two decades across the ACT and NSW. Since 2017, she has served as an executive group manager in the ACT Community Services Directorate, now known as the Health and Community Services Directorate, where she has led transformative reforms in child protection policy and practice. Her work has shifted the system from a risk-averse, process-driven model to one centred on early intervention, family support, and therapeutic care, particularly addressing the over-representation of Aboriginal and Torres Strait Islander children.

Prior to her ACT role, Ms Sabellico held various senior positions in the NSW Department of Human and Community Services from 1997 to 2014, contributing to both operational roles and policy development with a focus on child protection and out of home care. Her career is marked by a consistent commitment to improving outcomes for vulnerable children, young people, and families through evidence-based reform, legislative change, and innovative service delivery.

Ms Sabellico's leadership has been instrumental in embedding contemporary best practice in the ACT, resulting in fewer children entering care and more families receiving the support they need to stay together. Her work has positioned the ACT as a national leader in child protection, with tangible improvements in life outcomes for children and families.



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

### ***Northern Territory***

#### **Mr Chris Hosking**

For outstanding public service to government in the Northern Territory.

Mr Chris Hosking has been a pivotal figure in corporate and digital development across the Northern Territory for decades. Beginning his public service career in 1986 within human resources, he transitioned to data services and information management in 2006, where he established foundational policies and operational frameworks that continue to underpin government systems today. His exceptional ability to navigate multiple sectors, ranging from information technology to child protection, youth justice, policing, and health, demonstrates his versatility and commitment to progressive transformation in the public sector.

Rising through the ranks, Mr Hosking was appointed as the deputy chief executive of the Department of Corporate and Information Services in 2014, where he provided whole-of-government advice to modernise corporate services across the Northern Territory Public Service. In May 2022, he became the chief executive of the Department of Corporate and Digital Development, overseeing the centralisation of digital and business systems, achieving seamless service transitions, and delivering significant efficiencies and economies through the OneNTG approach.

Mr Hosking also spearheaded the Northern Territory Government Digital Roadmap, guiding investments and digital risk management that enabled critical upgrades to key business systems across policing, child protection, and health sectors. His leadership ensured these projects met budget and delivery goals while embedding best-practice cybersecurity standards.

Currently, as the chief executive of NT Health, Mr Hosking oversees an agency of over 9,000 employees. He has stabilised expenditure growth, enhanced governance, and strengthened relationships across the public, private, and Aboriginal health sectors, especially in remote communities. Known for his integrity, fairness, and genuine care for people, Mr Hosking is a respected leader and mentor who invests deeply in developing future public service leaders. A true Territorian, his enduring dedication ensures that public service in the Northern Territory thrives for generations to come.

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

### ***Northern Territory***

**Ms Gemma Siobhan Lake, NT**

For outstanding public service to government in the Northern Territory.

Ms Gemma Lake is a distinguished public servant whose career spans over two decades, marked by technical excellence and visionary leadership in critical government roles. Specialising in government law, she has been instrumental in delivering some of the Northern Territory's most significant commercial infrastructure, legal, and justice initiatives. These include the establishment of the Darwin Correctional Precinct and the Darwin Waterfront Public Private Partnerships, the Northern Gas Pipeline, and the structural separation of the Power and Water Corporation.

Her leadership extends across multiple governance bodies, having served on the Northern Territory Government Procurement Review Board, currently chairing the Reducing Crime CEO Standing Committee, and participating on the Pastoral Lands Board and the Northern Territory Public Service Executive Remuneration Review Panel. Ms Lake's ability to coordinate cross-agency justice reforms underscores her commitment to a unified, effective justice system.

A key figure in the Northern Territory's response to the COVID-19 pandemic, Ms Lake ensured the continuity of courts, legal representation, and community safety during unprecedented disruption. She has led landmark legal reforms, including bail and sentencing reforms, the passage of 'Declan's Law' targeting repeat violent offenders, raising the age of criminal responsibility, and modernising the Anti-Discrimination Act and Criminal Code. Ms Lake's strategic and empathetic engagement with judicial bodies, Aboriginal legal services, and community organisations has fostered stakeholder trust and facilitated culturally safe justice initiatives, such as the Aboriginal Justice Agreement and local law and justice groups.

Within the public sector, she spearheaded a major restructure of the Attorney-General's Department, embedding wellbeing strategies and governance improvements. Her leadership style balances operational rigor with compassion, making her a respected reformer and role model, particularly for women in law and public leadership. Ms Lake's legacy is defined by sustained excellence, impactful reform, and unwavering dedication to justice, equality, and public service in the Northern Territory.

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

### ***Federal***

#### **Detective Sergeant Patrick David Gordon**

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

Detective Acting Superintendent Patrick Gordon has dedicated 39 years to the Australian Federal Police (AFP), demonstrating courage, leadership, and a steadfast commitment to the AFP's mission. Detective Acting Superintendent Gordon began his career in 1987 at Sydney Airport as a uniformed constable, before moving to the Intelligence Unit of the Surveillance Branch in 1993, where he was soon promoted to a detective sergeant and team leader. He later transferred to the Organised Crime Branch where he investigated complex criminal networks.

From 2003 to 2015, Detective Acting Superintendent Gordon led covert teams, conducting undercover operations that infiltrated and dismantled serious organised crime syndicates in support of complex AFP investigations into transnational crime, including money laundering, the importation, distribution, and manufacture of illicit drugs and firearms, as well as addressing outlaw motorcycle gangs. In 2015, he was deployed to Hong Kong as a police liaison officer, where he significantly contributed to strengthening international law enforcement relationships and combatting transnational crime in the region.

Returning to Australia in 2020, Detective Acting Superintendent Gordon resumed managing undercover operations, disrupting organised crime and ensuring community safety. Since October 2021, he has served as a senior officer for the AFP in Central America, based in Mexico City, leading responses to transnational crime, terrorism, human exploitation, cybercrime, kidnapping and missing persons, and homicide. His proactive approach has fostered international and whole-of-government cooperation, enhancing regional and global security.

Renowned for his ability to remain calm under pressure, his extensive knowledge base, and ability to build trust, Detective Acting Superintendent Gordon is a mentor and leader who inspires confidence and collaboration. His work has been praised by colleagues and diplomats alike for strengthening operational coordination and achieving key outcomes for Australia. Detective Acting Superintendent Gordon's dedication, relationship-building skills, and strategic oversight have made a lasting impact on law enforcement and community safety, both in Australia and internationally.

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

### ***Federal***

#### **Assistant Commissioner David John McLean**

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

Assistant Commissioner David McLean joined the Australian Federal Police (AFP) in 1991 and currently leads the AFP International Command. In his early career he served in operational roles throughout Queensland, including secondments to the Queensland Police Service and the Australian Securities Commission, before returning to the AFP to lead various investigations focussed on complex fraud, narcotics, organised and environmental crime.

In a career spanning 35 years, Assistant Commissioner McLean has worked extensively on international law enforcement and policing issues and continues to be instrumental in the development of the AFP's strategic direction, priorities, and key stakeholder relationships in the international domain.

Notably, Assistant Commissioner McLean was deployed to Washington DC in 2004 and responsible for cooperation with the United States and Canada on policing issues, also in 2022 to the Australian High Commission in London where he led the AFP's international strategic leadership and engagement in Europe, Africa and the Middle East.

Assistant Commissioner McLean's commitment to federal policing includes successful leadership roles in a variety of AFP domestic commands and locations including aviation, cybercrime, child sexual exploitation and abuse, and internal investigations.

In a diverse and distinguished career, Assistant Commissioner McLean has contributed to defending and protecting Australia and Australia's future in numerous operational and corporate areas. Roles have included Deputy Chief Police Officer, Australian Capital Territory Policing with responsibility for emergency first response, community policing, road safety and criminal investigations; State Manager New South Wales delivering AFP outcomes, services, and partnerships; National Manager Human Resources; and Chief of Staff to two former Commissioners.

Since 2024 Assistant Commissioner McLean has continued his contribution through leadership of the AFP International Command.

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

### ***Federal***

#### **Commander Caroline Ellen Taylor**

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

Commander Caroline Taylor has dedicated 17 of her 25 years with the Australian Federal Police (AFP) to national security, specialising in counter terrorism investigations and protection related fields. She has led teams as a sergeant and superintendent across multiple states and served as the AFP counter terrorism liaison officer in London, demonstrating strong operational leadership and a commitment to staff development and collaboration with partners.

Beginning her career in 2000 in Southern Command, Commander Taylor worked in investigations, security and protection intelligence and aviation. In 2003, she joined the Joint Counter Terrorism Team (JCTT) in Victoria, investigating domestic terrorism threats and offshore terrorist activities and support networks. She has conducted multiple counter terrorism operational reviews and implemented recommendations that have strengthened our Australian counter terrorism governance. She has also conducted counter terrorism capacity building exercises with police partners in Cambodia and the Philippines to strengthen and build resilience.

In 2011, Commander Taylor was posted to London as Australia's Counter Terrorism Liaison Officer, strengthening international partnerships and joint operational responses. In 2020, she led the Queensland JCTT, overseeing major investigations and commencing the process to implement a high-risk terrorist offenders team.

Since 2023, Commander Taylor has served as the commander of National Security Northern Command with responsibility for Cairns, Brisbane, and Gold Coast airports, Protection and the Queensland JCTT. Commander Taylor led the Northern Command implementation of the AFP aviation operating model which has enhanced security measures at three designated airports in Queensland, directly supporting frontline members and public safety.

A dedicated mentor, Commander Taylor regularly supports staff development as senior officer on the AFP Senior Investigating Officer Program, and provides sound counsel to colleagues. Commander Taylor is highly regarded and often tasked with reviews to improve AFP practices. In 2024, she completed a comprehensive protection health check ahead of the 2024 Federal Election, resulting in 27 recommendations to strengthen AFP protection efforts.

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

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

#### **Chief Inspector J**

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

Chief Inspector J joined the New South Wales Police Force (NSWPF) in 1993, commencing general duties at Campbelltown Police Station before transferring to Bankstown Police Station, where he later commenced duties as a criminal investigator. After completing a rigorous selection and training process, in 2000 he was seconded to the State Protection Group as part of the NSWPF preparations for the security of the Olympic Games. After his return to Bankstown police station he completed his designation as a detective and later transferred full-time to the Tactical Operations Unit in 2001 and continues to serve there today. In 2006 he was promoted to the rank of sergeant and in 2014 was promoted to inspector.

Chief Inspector J has completed numerous Australia–New Zealand Counter-Terrorism Committee courses including the Police Tactical Group Skills Enhancement Course, Tactical Commanders Course and Senior Investigators Course. His qualifications and experience have supported his extensive secondments to international courts and investigative bodies, often during periods of significant unrest and conflict. He served internationally as an investigator with the International Criminal Court and the United Nations International, Impartial and Independent Mechanism for Syria where he was responsible for the investigation of war crimes and crimes against humanity.

With over 20 years of experience in the tactical field and driven by a strong passion for tactical policing, Chief Inspector J has played an integral role in enhancing and maintaining tactical capabilities across New South Wales. His acute professionalism, extensive knowledge, and measured restraint have set an exceptional example for both peers and junior officers.

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

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

**Detective Superintendent Darren William Beeche, NSW**

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

Detective Superintendent Beeche joined the NSW Police Force in 1988 and, during his 37 years of policing, has performed duties at Newtown, Wilcannia, Quakers Hill, Deniliquin, Fraud Squad, The Hills, and Bankstown Police Stations, and within Strike Force Raptor. His career has spanned both metropolitan and regional NSW in general duties and criminal investigation.

In 1994 he was designated as a detective, performing duties at Newtown Police Station and commencing his criminal investigation career. He was promoted to detective sergeant at Deniliquin Police Station before serving within the State Crime Command's Fraud Squad. In 2008, he was promoted to a duty officer at The Hills Police Station, and subsequently, as an inspector, he took on the role of coordinator for Strike Force Raptor. He later returned to Bankstown Police Station, resuming duties as a duty officer.

During his 10 years as the coordinator of the State Crime Strike Force Raptor, Detective Superintendent Beeche has been instrumental in changing the way outlaw motorcycle gangs have operated, significantly enhancing the reputation and public trust in the NSW Police Force among both government stakeholders and the wider community.

Detective Superintendent Beeche was promoted to detective superintendent in July 2024 as the commander of the Bathurst Police Station and Chifley Police District, where he serves today. He is a highly experienced operational police officer who has demonstrated consistent leadership, sound decision-making, and dedication throughout his career. Over decades of service, he has successfully disrupted some of the most violent and high-profile criminal activity in NSW while maintaining a caring and empathetic approach toward community members and victims of crime.

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

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

#### **Detective Chief Inspector Stuart Anthony Bell**

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

Detective Chief Inspector Stuart Bell joined the NSW Police Force in December 1987. During his 37 years of policing, he has performed duties at Sydney, Redfern, Kings Cross, Surry Hills, Hurstville, and City Central police stations and the Central Metropolitan Region Enforcement Squad. His entire career has been served in the central metropolitan region of Sydney, encompassing general duties, anti-theft, criminal investigation, proactive crime, unsolved homicide and region enforcement.

He became designated as a detective senior constable in 2002, and in 2004 was promoted to a detective sergeant, before being promoted to his current rank of detective chief inspector in 2007, and in 2010 transferred to the Redfern Region Enforcement Squad, where he remains to this date.

Detective Chief Inspector Bell has overseen more than 200 strike force investigations during his tenure as commander of the Region Enforcement Squad. Over the past 15 years, his squad has achieved astonishing results across an array of crime types that have typically plagued the Central Metropolitan Region, including shoplifting, hydroponic cannabis cultivation, 'dial-a-dealer' drug syndicates and crimes targeting the theft of high-performance motor vehicles resulting in over 6,000 persons arrested and charged and nearly 1,000 search warrants executed, with large amounts of illicit drugs and cash seized and 42 firearms recovered.

Detective Chief Inspector Bell's integrity is exemplary and beyond reproach. Over 15 years of leading a high-risk unit, his conduct has never been questioned, and his morals, principles, methods, and processes have consistently reflected the highest standards of policing. With 37 years of dedicated service, he remains a model police officer who has upheld every aspect of the vow he took upon graduating from the New South Wales Police Academy in 1987.

The achievements by Detective Chief Inspector Bell have had, and will continue to have, a significant impact on the NSW Police Force and the community.



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

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

#### **Inspector Gregory John Donaldson**

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

Inspector Gregory Donaldson joined the NSW Police Force in July 1989 and was stationed at Ermington, Parramatta, and Northwest Region Dog Squads, before he moved to State Protection Group as a dog handler. In 1999, he began a career in highway patrol that has spanned over 25 years. He was promoted to a sergeant at Mount Druitt Highway Patrol in 2002. During this time, Inspector Donaldson has provided outstanding work towards a child restraint initiative to provide child car seats to struggling parents.

In 2021, he was promoted to an inspector with the Macarthur Sector Highway Patrol, where he continues to make significant contributions to the community. In September 2022, he responded to a motor vehicle accident in Buxton, where five teenagers were tragically killed. In the aftermath, Inspector Donaldson, in collaboration with his trainers, developed road safety education programs that were delivered to the victims' friends and their schools. He also sought an appropriate stakeholder, ASPIRE Traffic Education, to support a pilot Young Traffic Offenders Diversion Program aimed at building safer driving habits.

Inspector Donaldson works tirelessly with road safety officers, Rotary NSW and Campbelltown Hospital to implement road safety programs in all high schools in Macarthur and to improve the safety of all young people. He has overseen operations to identify and act against drivers of cars who engage in dangerous driving in defective motor vehicles, resulting in over 1,000 fraud charges laid against mechanics. He developed the operation to detect drink driving offenders on NSW motorways, utilising up to 200 police to perform random breath tests on off-ramps.

Inspector Donaldson has continuously demonstrated distinguished service in a demanding work role and has influenced major changes with his initiatives, including within Revenue NSW. His contribution to the community, road safety and NSW Police Force has been outstanding.

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

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

#### **Detective Inspector Rachel Belinda Fawcett**

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

Detective Inspector Rachel Fawcett joined the NSW Police Force in 1993 and was stationed at Campbelltown Police Station. She transferred to Macarthur Special Operations in July 1994 before gaining a position in the Criminal Investigations Unit at Macquarie Fields in 1998, where she led the investigation into the abduction, serious sexual assault and torture of several young men, which resulted in the offender being charged and ultimately sentenced to 20 years imprisonment.

Detective Inspector Fawcett was designated a detective in 1999 and proceeded to work in the Victims and Major Offenders Squad as part of the Joint Investigation Response Team at Penrith investigating child abuse matters. She then moved to the Robbery Squad where she investigated robbery, extortion and kidnapping matters.

Promoted to a sergeant in 2009 at Campbelltown Police Station, she returned to work with the Child Abuse Unit in 2011. In this capacity, her team worked closely with commands throughout the state and tackled offences against multiple victims, and multi-offender matters. Her expertise in this area led her to represent NSW Police at the Safe Children Conference 2018 arising from the Royal Commission into institutionalised child sexual abuse.

Detective Inspector Fawcett returned to Macquarie Fields Police Station in 2016, where she served until 2022 before being promoted to an inspector within the Central Metropolitan Region. Here she draws on her extensive experience in community policing and criminal investigations, applying her skills to the range of roles of the staff officer.

Detective Inspector Fawcett has dedicated over 30 years of service across a range of commands, with a particularly distinguished career in criminal investigation and is currently attached to the State Crime Commands Sex Crime Squad Investigations teams. She has been involved in critical projects such as the review of the aged crime prevention officer's role and the development of a translation app in conjunction with internal police command and Multicultural NSW.

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

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

#### **Detective Chief Inspector Matthew James Kehoe**

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

Detective Chief Inspector Matthew Kehoe joined the NSW Police Force on 18 September 1987 and worked at Dee Why, Manly and Frenchs Forest police stations. In 1995 he commenced criminal investigation duties at Manly Police Station and was designated as a detective in 1997. He transferred to the Corrective Services Investigation Unit, State Crime Command before being promoted to sergeant at Lismore in 2005. He continued to perform a number of duties across northern NSW including a term as the general manager of Industry Regulations at the NSW Firearms Registry over the years. In 2018 he transferred to the Tweed/Byron Police District as a duty officer, then in 2019 he was promoted to a detective chief inspector at the Tweed/Byron Police District. He is currently the officer in charge of the Byron Bay Police Station, performing the role of an operations district inspector.

He has consistently navigated complex challenges throughout his career. His ability to maintain public trust and uphold the integrity of the NSW Police Force has been achieved through proactive engagement with locals, community groups, and business owners within the tourism industry. These strong relationships have been instrumental in fostering community confidence and collaboration.

Detective Chief Inspector Kehoe provided instrumental support to the family of a missing Belgian backpacker. He has planned, commanded and led policing operations at Bluesfest, Splendour in the Grass and Falls Festival in the Byron Shire from 2018 to 2024. He responded to community needs in the Byron Shire during the 2019 bushfires and 2022 floods and led public order management at the NSW and QLD border, Byron Bay, and Mullumbimby during COVID-19 restrictions.¶

Detective Chief Inspector Kehoe has dedicated 38 years of distinguished service to the community, marked by outstanding performance, quality, and significant contribution to the development of the NSW Police Force.

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

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

#### **Chief Inspector Rodney Christopher Pratt**

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

Chief Inspector Rodney Pratt joined the NSW Police Force on 8 December 1980 and performed duties at Regent Street and Central police stations, before moving to the Traffic Unit in 1983, performing highway patrol duties in the metropolitan area. He was a police prosecutor from 1986 to 1999.

Chief Inspector Pratt served across various units between 1985 and 2005. In 2005, he transferred to the Employee Management Advisory section as an investigator, and in 2006, moved to the Internal Affairs Complaint Administration Management Systems Section before his promotion to inspector in 2007 within the Employee Management Section. There he took up his current position as the manager of the Industrial Relations Coordination Unit with the Professional Standards Command and, in 2019, was elevated to the rank of chief inspector.

In 2006 Chief Inspector Pratt was the inaugural appointment to the position of the commissioner's representative and manager of the Industrial Relations Commission Operations Unit. He has tirelessly dedicated himself to reviewing, improving and revising all departmental procedures, working in conjunction with the Office of General Counsel to overhaul the quality and standard of material presented to the Industrial Relations Commission. He has improved the efficiency of departmental processes, built trusted professional relationships with the Office of General Counsel representing the Commissioner, and is well respected amongst the legal fraternity.

Chief Inspector Pratt has 45 years of distinguished service and is an outstanding mentor and educator of the disciplinary process. He represents the Commissioner of Police in relation to reviews filed in the Industrial Relations Commission of NSW and is a trusted expert of disciplinary caselaw imparting his knowledge and expertise to all colleagues and stakeholders and is held in high esteem by the executive team of NSW Police.

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

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

#### **Chief Inspector Scott James Russell**

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

Chief Inspector Scott Russell joined the NSW Police Force in 1988 and was posted to Albury Police Station, and remained in this area working at Deniliquin, Mathoura, Holbrook and Griffith police stations. In 2002 he was promoted to a sergeant at Bathurst Police Station, and over the next 13 years he worked tirelessly in regional and remote communities in Portland, Walgett, Collarenebri and Orange. In 2015 Chief Inspector Russell was promoted to an inspector at the Murray River Police District and received a promotion to chief inspector in January 2022 at Albury Police Station and remains there to this day.

Chief Inspector Russell has served with distinction in the NSW Police Force for 37 years. His commitment to regional NSW communities, particularly those in the western and southern regions has had a profound impact on public safety, community trust and charitable fundraising. Chief Inspector Russell's family have been impacted by cancer which led him and his wife into fundraising, as both a NSW Police Force representative and a private citizen. He commenced raising money to assist in prevention and treatment of cancer.

Chief Inspector Russell has been recognised for the tireless charity work within the community, and in particular for the Cancer Council of Australia and his association with the Box Rally. He is known for his dedication and leadership and has rebuilt and strengthened relationships to reduce crime and restore community pride in a remote sector of Collarenebri.

Through unwavering dedication to both his policing duties and community service, Chief Inspector Russell has demonstrated the highest standards of service and integrity. His exceptional contributions to fundraising, cancer research and regional NSW communities, which exemplify the values of the NSW Police Force.

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

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

#### **Superintendent Christopher Schilt**

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

Superintendent Christopher Schilt joined the NSW Police Force in 1996 and spent time stationed at the Waverley, Marrickville, Botany Bay and Kings Cross police stations. He was promoted to a sergeant in 2004 at Kings Cross Police Station and to an inspector in 2008 at Botany Bay Police Station. Whilst at Botany Bay Police Station he was recognised for his operational leadership of significant policing incidents and for focusing on officer welfare and the local community.

In 2012 Superintendent Schilt moved to the Counter Terrorism and Special Tactics Command as the commander of the Security Management Unit and oversaw the transition of special constable powers from ministerial employees under the *Police Act 1990*. Superintendent Schilt was promoted to a superintendent in 2016 at Cootamundra Police Station and soon after took up the role of the inaugural commander of the Hume Police District, where he led emergency management responses during the 2019-20 bushfires as the deputy region emergency operations controller in the Southern Region and later in the 2021-22 east coast flood emergencies and 2025 mid coast floods as the local emergency operations controller.

In 2020 he transferred to the Manning Great Lakes Police District where he is the current district commander. Since arriving, he has focussed on youth engagement, driving the Forster sector's first Fit for Life outreach program. He continued to build relationships with local youth through his Boxing with the Boss activities at the Taree Police Citizens Youth Club. A keen boxer for many years and the president of the NSW Police Boxing Club since 2005, Superintendent Schilt has been a driving force behind the NSW Police Force boxing fundraiser across the state; helping to raise a significant amount of money for charities. He has fought in the ring to help raise funds and mentored many young people at crossroads in their lives. His direct intervention has changed the course of those lives for the better.

Superintendent Schilt is a respected member of the NSW Police Force, who shows genuine care for all staff, the community and the NSW Police Force brand.

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

### ***Victoria***

#### **Inspector Susan Maree Davis (Nolan)**

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

Inspector Susan Davis (Nolan) has been a member of Victoria Police for over 37 years, having joined as a recruit on 14 September 1987, and spent her early years performing general duties roles. Since transitioning to a role as a prosecutor, she has become an experienced lawyer holding a principal practising certificate and is a qualified legal practice manager of the Victoria Police Counter Terrorism Legal Unit (CTLU), a unique entity within Victoria Police servicing the complex needs of the Counter Terrorism Command. The breadth and scope of this work extends across operational advice, often within critical and time-sensitive environments. It also includes Commonwealth and jurisdictional legislative development and review, policy development, specialist multi-agency legal and policy interpretation, and the management and application of specialist counter-terrorism legislation for areas such as preventative police detention and special police powers.

Within a relatively small unit, the scope of the above responsibilities is categorically driven by Inspector Davis (Nolan). In addition to providing this service, she coordinates the significant professional development aligned to such a role, ensuring a high standard of operational and strategic support for counter-terrorism policy and operations.

Her approach to this work is infectiously professional and the standards she sets are invariably met by her staff, who operate within a collegial and supportive environment. Within Victoria Police, Inspector Nolan is a role model, particularly for women, and is a hardworking, inspirational and natural leader. Her dedication to community safety is unparalleled and she values the importance of maintaining strong stakeholder relationships and continues to invest in them, recognising the dependence on these networks during Victoria's response to a dynamic counter-terrorism incident.

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

### ***Victoria***

#### **Detective Sergeant Dr Jenelle Catherine Hardiman**

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

Detective Sergeant Dr Jenelle Hardiman has served Victoria Police with distinction since 1996, forging an exceptional career that spans general duties, serious and organised crime, and specialist forensic investigation. From her early policing in metropolitan and regional Victoria, she rose to become the first Detective Sergeant in the history of the Collision Reconstruction and Mechanical Investigation Unit, a specialist unit within Victoria Police's Forensic Services Department.

Detective Sergeant Dr Jenelle Hardiman has attended more than 1000 fatal or life-threatening collisions and reconstructed over 1,600 incidents, numbers that far exceed the experience of most in the policing profession. Her work has been pivotal in some of Victoria's most complex road trauma investigations, including the quintuple fatal collision outside the Daylesford Hotel, the Burnley Tunnel crash, and multiple fatal collisions resulting in landmark convictions.

She is recognised nationally and internationally as one of Australia's leading collision reconstruction experts and is frequently called upon to present expert evidence in Victoria's higher courts. Her 2014 PhD in Mechanical Engineering has supported globally respected research in vehicle behaviour and friction, helping advance the field of forensic collision analysis.

A tireless mentor and educator, Detective Sergeant Dr Jenelle Hardiman plays a critical role in training detectives and highway patrol members, sharing her experience through courses and international forums. Her unwavering commitment to truth and justice was exemplified in a 2019 case in Wedderburn where her persistence led to the conviction of a driver who killed a visually impaired man and his guide dog. Detective Sergeant Hardiman embodies professionalism, technical excellence, and public service.



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

### ***Victoria***

#### **Inspector Kate Louise O'Neill**

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

Inspector Kate O'Neill has provided 25 years of diligent and distinguished service to Victoria Police across a wide range of areas. She has performed roles in investigations, intelligence, training, and emergency management, both as a frontline police member and as an organisational leader. A well-respected leader by her peers and those she leads, Inspector O'Neill has served at a range of specialist units, including the Phoenix Taskforce and the Clandestine Laboratory Squad. She was also an instructor at the Victoria Police Academy. More recently, she served as the officer in charge at both Brunswick Police Station and Brimbank Crime Investigation Unit before joining the Professional Standards Command as a detective inspector.

In 2019-2020, she was deployed to the bushfires, a significant event that demanded extensive police resources. She led a deployment of 80 members from the North West Metro Region across the Wangaratta and Wodonga areas. Crucially, she supported the management of evacuations in several towns facing severe bushfire threats. As the current local area commander for the Whittlesea Police Service Area, a busy and dynamic work location, Inspector O'Neill remains committed to improving community safety. In this role, she continues to support and mentor junior members, aiding their personal and career development within Victoria Police.

Inspector O'Neill has made a significant contribution to the welfare of Victoria Police members and their families through her work with Victoria Police Legacy. Currently serving as board chair since 2021, Inspector O'Neill has led a significant and sustained period of growth. Crucially, she has championed a program that takes Victoria Police legatees to Cambodia to support their growth and professional development.

Inspector O'Neill is considered an outstanding leader and great ambassador for Victoria Police. Her contribution to policing throughout her career has benefited the Victorian community.

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

### ***Victoria***

#### **Acting Sergeant Nektarios Parissis**

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

As a member of Victoria Police, Acting Sergeant Nektarios (Nick) Parissis has dedicated 35 years to policing in Melbourne's inner northern suburbs. He has combined both his frontline operational and community liaison officer roles to build strong relationships across the community, from partner agencies and stakeholders, to the most vulnerable and disadvantaged. Acting Sergeant Parissis has an innate ability to bring the community together to achieve positive safety outcomes, and this is evident through initiatives he has introduced with local businesses, health, education, and the not-for-profit sectors to build a safer community.

His dedication to the community's most vulnerable and disadvantaged is demonstrated through his work and support of partner agencies, such as the Salvation Army and Department of Families, Fairness and Housing. He encourages other police employees to engage with the community and leads by example to build trust and confidence in the community. He goes beyond his stipulated role to support victims of crime in the culturally and linguistically diverse communities to ensure they are understood and supported through investigative processes, and perpetrators are held to account.

Most notably, Acting Sergeant Parissis has used his influence to bring the community together for the past 14 years during which he has led the Victoria Police Christmas Toy Drive in partnership with Ronald McDonald House. This event provides Christmas presents to young children undergoing significant health issues, an issue with which he has lived experience and informs his understanding and appreciation of what community support means during challenging times.

Acting Sergeant Parissis has been recognised for his dedication to community when he was appointed as the neighbourhood policing co-ordinator for Melbourne North, a role that enables him to continue serving Melbourne's inner northern suburbs community. He is a respected police officer, colleague and peer.

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

### ***Queensland***

#### **Chief Superintendent David John Cuskelly**

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

Chief Superintendent David Cuskelly has dedicated four decades to operational policing with the Queensland Police Service (QPS), demonstrating an unwavering commitment to frontline service and community safety. Beginning his career in 1986, policing in Far North Queensland including in remote Cape York communities, he quickly established himself as a capable and compassionate first responder. He has also served as the officer in charge of Port Douglas, Indooroopilly and Brisbane City Station.

Following his promotion to the commissioned officer ranks in 2007, Chief Superintendent Cuskelly maintained his commitment to frontline policing by undertaking the role of regional duty officer. In this capacity, he consistently exercised exemplary command and control during high-risk and volatile incidents. His professional and measured leadership significantly contributed to the successful resolution of numerous critical situations, positively impacting the operational effectiveness of the QPS.

As the district disaster coordinator during COVID-19, he led the initial cross-agency response to the Brisbane Youth Detention Centre outbreak, facilitating collaboration between health, corrections, and police agencies, while preserving employment under the government's Unite and Recover framework.

In 2023, as the district officer for North Brisbane, he launched the North Brisbane District Roadmap to better allocate resources, realigning the entertainment precinct policing to address community needs and establishing dedicated domestic and sexual violence teams to improve victim support. In 2025, as the acting Assistant Commissioner for Brisbane Region during Tropical Cyclone Alfred, he maintained clear operational communication and service delivery, resulting in an incident-free Service response and strengthened confidence in regional policing leadership.

Chief Superintendent Cuskelly's career is marked by operational excellence, innovative reform, and a deep commitment to frontline policing. His contributions have significantly enhanced the QPS capability to respond to complex operational challenges, improved the resilience of both officers and systems under pressure, and elevated the overall responsiveness of frontline policing to meet evolving community needs and expectations.

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

### ***Queensland***

#### **Detective Senior Sergeant Anthony Paul Green**

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

Detective Senior Sergeant Anthony Green has served the Queensland Police Service (QPS) since 1989, building a distinguished career focused on frontline policing, investigative excellence, and leadership. Currently the officer in charge of the Caboolture Criminal Investigation Branch since 2012, Detective Senior Sergeant Green has led the investigative response to over 25 homicides and 30 major operations involving organised crime, drug trafficking, and robberies in one of Queensland's busiest and most dynamic policing districts.

His frontline leadership has been instrumental in maintaining community safety and confidence, consistently delivering effective responses to complex major crimes. Detective Senior Sergeant Green is widely respected as a mentor and coach, dedicating over 28 years to developing plain clothes investigators and improving investigative capabilities across his teams. His commitment to workforce development and wellbeing has fostered a resilient, skilled investigative team able to meet the demands of a rapidly growing Moreton Police District.

In 2023, Detective Senior Sergeant Green played a key role in remediating operational challenges following the rollout of the Suitable Duties Plan Program, consulting with over 700 staff and implementing improved systems to enhance service delivery and officer wellbeing. Beyond investigations, he leads community engagement initiatives, notably organising the annual Bronze by the Lake charity event, which has raised funds for Blue Hope, supporting police officers' health and welfare nationwide.

Detective Senior Sergeant Green's sustained frontline operational roles and strategic leadership have ensured the QPS's ability to respond effectively to major crime, uphold public safety, and support its workforce, making him an invaluable asset to Queensland policing.

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

### ***Queensland***

#### **Detective Chief Inspector Alisa Anne La Pila**

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

Detective Chief Inspector Alisa La Pila has dedicated 30 years to the Queensland Police Service, with a strong focus on frontline policing and serious crime investigations. She has led complex operations in areas such as child protection, organised crime, and internal investigations, consistently demonstrating professionalism, integrity, and leadership.

Throughout her career, she has held key frontline investigative roles within the Criminal Investigation Branch, Child Protection and Investigation Unit, Child Abuse and Sexual Crime Group, Organised Crime and Gangs Group and Ethical Standards Command. She has led numerous high-risk and sensitive investigations, including police shootings and deaths in custody, supporting the State Coroner and promoting continuous improvement in policing practices.

In 2020, Detective Chief Inspector La Pila played a critical role in Operation Uniform Cavan, Queensland's most significant terrorist incident, where she coordinated the regional investigative response following the deaths of two police officers, a civilian, and three offenders. She led a team of detectives in support of the multi-agency investigation, managed the crime scene and on-ground logistics, provided critical assistance to first responders, and maintained investigative continuity under extreme operational and emotional pressure. Her calm leadership under intense pressure helped guide her team and achieve significant outcomes.

She has also delivered national crime prevention strategies by developing best practice guidelines for disrupting outlaw motorcycle gang activity, advancing Queensland's policing capability in this area. In addition to her operational achievements, she has mentored countless officers, built strong investigative teams, and championed workplace wellbeing and inclusion.

Across all her roles, Detective Chief Inspector La Pila has consistently advanced operational excellence, team development, and strategic alignment. Her frontline experience contributes to her current success in leading integrity-based investigations and informs her leadership, fosters high performance, and contributes to public confidence in policing.

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

### ***Queensland***

#### **Assistant Commissioner Glenn David Morris**

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

Assistant Commissioner Glenn Morris has dedicated over three decades to frontline and strategic policing across Queensland, often in high-demand regions with complex community safety issues. Commencing as a constable in 1990, his early career was deeply rooted in investigative policing, serving in Gympie, Toowoomba, and Kingaroy Criminal Investigation Branches. His commitment to youth justice and frontline investigations laid a strong foundation for his leadership roles. Throughout his career, Assistant Commissioner Morris has consistently demonstrated the ability to lead in high-pressure environments, particularly in frontline policing contexts. Notably, as the assistant commissioner for the Northern Region from 2022 to 2024, he led strategic responses during a period of intense youth crime in Townsville and Mt Isa, balancing operational effectiveness with community consultation to restore public safety and trust. These efforts resulted in innovative resourcing and a reduction in volume crime.

His frontline leadership was also evident in the Mackay Whitsunday District, where he revitalised district morale, rebuilt community confidence, and led the local COVID-19 response, coordinating across health, tourism, and industry. His establishment of youth co-responder teams and crime action committees was critical to enhancing frontline engagement and outcomes.

Assistant Commissioner Morris's operational experience also includes managing large-scale events in Brisbane, overseeing high-risk protest responses related to the Adani mine, and serving as the district disaster coordinator during bushfires and other weather related events.

After a period in command of the North Coast Region and supporting frontline officers across three diverse districts, he now leads Brisbane Region, continuing to champion adaptive, consultative leadership and supporting staff across a complex police environment.

Renowned for innovation, workforce support, and public engagement, Assistant Commissioner Morris has shaped frontline policing through mentorship, reform, and strategic insight, cementing his legacy as a trusted and transformative policing leader.

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

### ***Queensland***

#### **Chief Inspector David Harold Neville**

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

Chief Inspector David Neville has dedicated over 35 years to the Queensland Police Service, with a strong focus on forensic policing, particularly in DNA analysis, since 2017. His frontline contributions have significantly shaped the integrity and capability of forensic support to policing in Queensland and beyond.

In 2023, Chief Inspector Neville's frontline contribution was pivotal in the Commission of Inquiry into Forensic DNA Testing in Queensland, where his courage and unwavering pursuit of truth uncovered serious deficiencies within the state's forensic laboratory. His actions directly led to one of the most substantial overhauls of a forensic facility in Australian history, restoring public confidence in forensic policing and reinforcing the foundation for evidence-based frontline investigations.

Chief Inspector Neville has demonstrated exceptional professional courage and expertise in the highly specialised and hazardous field of forensic DNA analysis. He has supported frontline police by ensuring DNA evidence is reliable, accurate, and accessible, aiding in the identification, arrest, and conviction of offenders. His leadership in establishing internationally recognised ISO standards for forensic science has ensured consistency in forensic practices, benefiting criminal investigations across jurisdictions and enhancing the global fight against crime.

He also championed the implementation of National Association of Testing Authorities accreditation within Queensland's forensic services, an essential reform that elevated the accountability and scientific rigour of frontline policing operations. Hosting the final ISO standards meeting in Brisbane in 2024, Chief Inspector Neville secured international consensus on five forensic standards, shaping global best practice.

Widely respected nationally and internationally, his ongoing contributions continue to strengthen operational policing outcomes through scientific excellence, ensuring frontline officers are equipped with trusted forensic tools to serve victims and deliver justice.

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

### ***Queensland***

#### **Senior Sergeant Mark Jay Whitnall**

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

Senior Sergeant Mark Whitnall has dedicated his extensive policing career to enhancing frontline service delivery, primarily within Far North Queensland. A consistent presence in operational policing since 1985, he has held key frontline leadership roles, including operations manager, regional crime prevention coordinator, and security and counter-terrorism network operations leader. Senior Sergeant Whitnall's contributions are characterised by strategic operational planning, high-level community engagement, and the development of practical training programs tailored to real-world risk environments.

Throughout his career, Senior Sergeant Whitnall has been at the forefront of multi-agency operational planning, notably leading live-action exercises at Cairns Airport simulating armed offender, terrorism, and disaster response scenarios. These exercises enhanced frontline readiness, interagency coordination, and contemporary emergency procedures. During the COVID-19 pandemic, his leadership facilitated the coordinated response across agencies including the Australian Defence Force, Australian Federal Police and Australian Border Force, directly supporting border enforcement and community safety operations in remote and at-risk areas.

In addition to operational leadership, Senior Sergeant Whitnall has actively supported the capability of frontline officers through bespoke vocational training and mentorship. His work in education and training roles empowered junior officers and enhanced preparedness across all ranks. He was instrumental in standing up the Regional Police Operations Centre to support frontline disaster response efforts.

Highly respected for his professionalism, integrity, and proactive risk mitigation, Senior Sergeant Whitnall is a key contributor to the safety and operational resilience of the Far Northern Region. His leadership continues to shape frontline policing outcomes across Queensland.



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

### ***Queensland***

#### **Mr Roger Craig Whyte**

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

Mr (then Chief Inspector) Roger Whyte has devoted over 40 years to frontline policing across Queensland, exemplifying leadership, operational excellence, and community commitment. Throughout his career, he has held critical operational roles including as the officer in charge of Deeragun Police Station, district inspector for Roma, and patrol inspector of the Tactical Services Group in Townsville.

Mr Whyte's frontline expertise shines in managing high-risk incidents such as armed sieges, community unrest, suspicious device responses, and natural disasters. Notably, during the 2004 Palm Island unrest, he led police through volatile riots, ensuring officer safety and successful evacuation despite the police station being set ablaze.

As the district inspector for Roma, he coordinated large-scale disaster responses, including the historic 2012 floods, overseeing evacuations and resource deployments that saved lives. Mr Whyte's leadership in Townsville's Tactical Services Group involved directing Rapid Action Patrols and the Tactical Crime Squad to disrupt youth crime through innovative policing strategies and intelligence-led operations.

Committed to frontline staff wellbeing, Mr Whyte prioritised resourcing, training, and support to officers under his command, fostering professional growth and health initiatives. Since 2020, he has driven the fight against youth crime in Townsville, coordinating multi-resource lockdown operations targeting crime hotspots and significantly improving community confidence.

Beyond frontline policing, he established the Rugby League Helping the Community program, using sport to engage at-risk youth and reduce offending. Mr Whyte's career reflects unwavering dedication to operational policing, officer welfare, and community safety, reinforcing Queensland Police Service's frontline capability and public trust.

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

### ***Western Australia***

#### **Superintendent Darryl Wayne Cox**

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

Superintendent Darryl Cox has dedicated more than four decades to the Western Australia Police Force, commencing his career in 1984 as a police cadet. His unwavering commitment to public safety and justice has seen him serve across metropolitan and regional WA in a wide array of frontline and specialist roles, including Organised Crime, Special Crime, and Homicide squads.

Renowned for his investigative acumen and compassionate leadership, Superintendent Cox has played a pivotal role in numerous high-profile operations. His efforts have led to the successful prosecution of serious offenders and have provided enduring support to victims and their families.

Throughout his career, Superintendent Cox has held key leadership positions, including as a divisional detective inspector in the Special Crime Division, and a divisional superintendent in the Health Welfare and Safety Division. His recent work has focused on enhancing support services for ill and injured officers, implementing systemic reforms that have elevated the reputation of agency welfare programs and improved officer wellbeing.

His career history reflects a consistent trajectory of excellence, with acting appointments as commander and director in Workforce Operations and Reform, and a legacy of mentoring and operational leadership across diverse policing environments. Superintendent Cox exemplifies the values of integrity, empathy, and professionalism. His contributions have profoundly impacted the safety of Western Australians and the effectiveness of the Western Australia Police Force.

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

### ***Western Australia***

#### **Senior Sergeant Gregory James Cunningham**

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

Senior Sergeant Gregory Cunningham has dedicated more than two decades of exemplary service to the Western Australia Police Force, embodying the highest standards of leadership, integrity, and operational excellence. Since commencing his policing career in May 2003, he has served across a broad spectrum of frontline and specialist roles in both metropolitan and regional settings.

Rising through the ranks, Senior Sergeant Cunningham has held pivotal positions in units such as the Cold Case Homicide Squad, Special Crime Squad, and State Crime Squad, where he led complex investigations and contributed to significant breakthroughs in historical cases. His leadership extended to the Breach Investigation Team and Operation Tide, where he played a key role in compliance and assurance operations. In 2021, he was promoted to a senior sergeant and has since served as the officer in charge (OIC) of the State Security Investigation Group and Murdoch Police Station. In these roles, he has led high-performing teams through some of the state's most challenging policing environments. His tenure at the State Security Command saw the implementation of Western Australia's first Terrorism Investigation Training course and the development of intelligence-led responses to high-risk demonstrations.

Since August 2024, as the OIC of Murdoch Police Station, Senior Sergeant Cunningham has transformed the station's operational culture, aligning it with strategic priorities and enhancing community engagement. His leadership has directly improved public confidence, offender accountability, and stakeholder collaboration. Senior Sergeant Cunningham's unwavering commitment to public safety, innovation, and ethical leadership has left a lasting impact on the WA Police Force and the communities it serves.

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

### ***Western Australia***

#### **Superintendent Paul Michael Daly**

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

Superintendent Paul Daly has dedicated 30 years of exemplary service to the Western Australia Police Force, commencing his career in November 1995. His journey has spanned frontline policing, regional leadership, strategic reform, and aviation innovation.

Early in his career, Superintendent Daly served at suburban stations before taking on officer in charge roles in Beverley and Margaret River. Rising through the ranks, he held senior roles in Management Auditing, Structural Reform, and State Crime commands, before being promoted to an inspector in 2019 and a superintendent in 2021. His leadership during the COVID-19 pandemic was pivotal, coordinating emergency logistics and inter-agency responses.

Since 2023, he has led the Police Air Wing, overseeing the integration of Airbus H145 helicopters and pioneering the Remotely Piloted Aircraft Systems Unit. His Drone in a Box initiative and national advocacy for regulatory reform have positioned the Western Australia Police Force as a leader in law enforcement drone operations. Under his command, aerial policing has achieved an outstanding success rate in high-risk evades and significantly improved road safety through proactive surveillance. His strategic foresight has modernised aerial capabilities, enhancing officer safety and operational efficiency. His legacy is one of innovation, professionalism, and unwavering dedication to public safety.

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

### ***Western Australia***

#### **Detective Superintendent Simone Amelia Van Der Sluys**

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

Detective Superintendent Simone Van Der Sluys commenced service with the Western Australia Police Force in 1995 and has since built an extraordinary career marked by integrity, leadership, and innovation. Rising through the ranks from constable to superintendent, she gained detective status in 2001 and served in specialist units including Major Crime, Licensing Crime Squad, and the Sex Offender Management Squad.

Her leadership has been pivotal in transforming investigative practices across the agency. As the officer in charge of the Sexual Assault Squad, she led Operation Strathdon, a landmark investigation into serious misconduct by a former police officer. Her tenacity and victim-focused approach resulted in more than 144 indictable charges and a 30-year conviction, restoring public confidence in police accountability.

Detective Superintendent Van Der Sluys later spearheaded reforms within the Internal Affairs Unit, advocating for and establishing the Sexual Misconduct Team (SMT). Under her guidance, SMT has become a national benchmark for professionalism in handling internal investigations involving sexual misconduct and family violence.

Her career includes strategic roles in the Office of Investigative Standards and representation of the Western Australia Police Force in forums with the Corruption and Crime Commission, Ombudsman WA, and other key stakeholders. She is widely respected for mentoring emerging leaders and fostering a culture of excellence. Detective Superintendent Van Der Sluys exemplifies the highest standards of policing. Her enduring commitment to justice, advocacy for victims, and transformative leadership continue to shape the future of law enforcement in Western Australia.

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

### ***Western Australia***

#### **Senior Constable Emma Victoria Wright**

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

Since joining the Western Australia Police Force in April 2008, Senior Constable Emma Wright has dedicated more than 17 years to frontline policing, specialising in traffic and crash investigations. Her career began at Midland Police Station, progressing through the East Metropolitan Traffic Unit before joining the Major Crash Investigation Unit, where she became the first female crash reconstruction officer in 2016.

Senior Constable Wright's operational excellence is exemplified by her response to a dual emergency in 2012, where she managed a serious truck crash and a nearby helicopter crash. Additionally, she displayed her excellence through her compassionate approach as a family liaison officer during a fatal motorcycle crash investigation in 2014.

Her technical expertise was pivotal in a court case where her airbag data analysis contributed to a conviction. Senior Constable Wright has also led initiatives to support regional crash scene management, developing streamlined tools for evidence collection and handover.

Beyond policing, Senior Constable Wright is a passionate road safety advocate. She regularly presents at the Royal Automobile Club of Western Australia's *bstreetsmart* events, collaborates with the WA Road Safety Commission, and engages with youth through educational programs. Her work with the Mathematical Association of WA and Curtin University empowers young women to see the relevance of science, technology, engineering and mathematics in policing. Senior Constable Wright's empathetic policing style is shaped by personal experience, ensuring respectful and supportive interactions with victims and families.

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

### ***South Australia***

#### **Senior Sergeant First Class Colleen Jane Hilditch**

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

Senior Sergeant First Class Colleen Hilditch joined South Australia Police (SAPOL) in 1994, with her first posting being to Adelaide. She gained experience working in operations and crime scene investigation before joining the Community Programs Unit at Port Adelaide in 2003 as the youth and community officer, delivering a range of sustainable engagement programs with young people. In 2009, she transferred to the then State Crime Prevention Branch as the crime prevention supervisor.

Throughout this time Senior Sergeant First Class Hilditch demonstrated a strong commitment to the South Australian community through her role as a member and subsequently treasurer of the Westside Blue Light Committee from 2005 to 2009. She became a member of the Blue Light SA Incorporated Board in 2012 and served as chair of the Board from 2015 to 2018. During her time as the chair, she was instrumental in delivering a highly successful International Blue Light Conference in October 2018 which was attended by 110 representatives. In 2013, Senior Sergeant First Class Hilditch commenced as a supervisory trainer at the SA Police Academy and played a pivotal role in the design and implementation of strategic training that evolved from the Equal Opportunity Commission Review. Most significant is her commitment to the mentoring, training and management of recruits undertaking the Constable Development Program. In 2019, she was promoted to the senior sergeant in charge of the Recruit Training Team.

Throughout her tenure Senior Sergeant First Class Hilditch has demonstrated exceptional leadership and exemplary performance, particularly during Recruit 313 and the COVID-19 pandemic. Senior Sergeant First Class Hilditch is highly regarded and respected, and a valued manager whose unwavering focus, agility, stewardship and commitment to the development of recruits is now evident during SAPOL's current period of high recruitment. Her significant contribution to the mentoring, training and development of recruits will leave a considerable legacy.

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

### ***South Australia***

#### **Chief Superintendent Stephen Hardman Howard**

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

Chief Superintendent Stephen Howard joined South Australia Police (SAPOL) in 1990, commencing his career at Adelaide Police Station in general duty patrols, where he attained the rank of senior general duties member. He continued his general duties career attaining the rank of sergeant at Parks and Adelaide police stations and was further promoted to an operations senior sergeant in 2005.

Appointed as an inspector in 2006, Chief Superintendent Howard undertook operational postings, corporate reviews and project work. This included reviewing and reengineering the processes supporting DNA management, a review of the process of charging offenders in Magistrates Court cases and preparing briefs of evidence, with the view to increasing the rate of successful prosecutions, and the management of SAPOL's response to, and implementation of, South Australian Government uniform regional boundaries.

Between May 2013 and September 2015, having been promoted to a chief inspector, Chief Superintendent Howard was posted to the Investigational Assurance Section as the officer in charge, then to Holden Hill Local Service Area Operations, followed by the Executive Support Section as the senior staff officer to the Commissioner of Police before becoming the officer in charge of the Commissioner's Support Branch as a superintendent, and chief of staff to the Commissioner.

As the officer in charge of the Firearms Branch, he was integral to successful legislative reform regarding the sale and possession of gel blasters being subject to licensing and control under the *Firearms Act 2015* and *Firearms Regulations 2017*. He was instrumental in the development of policy and processes to address the estimated 62,000 gel blasters owned within the state, thereby enhancing community safety. Promoted to the rank of chief superintendent and officer in charge of People, Culture and Wellbeing Coordination Branch, his contributions on the challenging global and national labour market have been crucial in delivering the Accelerate Recruitment strategy to bring SAPOL back to establishment.



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

### ***South Australia***

#### **Assistant Commissioner Stuart Vaughan McLean**

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

Assistant Commissioner Stuart McLean joined South Australia Police (SAPOL) in 1989. He conducted general duties patrols in metropolitan Adelaide and regional South Australia before becoming a lecturer at the School of Applied Policing, before he was promoted to the role of training sergeant. In 2005 he was appointed to the officer rank and managed the Recruit 400 program, coordinating the strategic allocation of 400 additional police positions across the organisation, including international recruits.

As an officer of police, Assistant Commissioner McLean has served in the Traffic Support Branch, Training and Officer Development, Employee Assistance Section, Prosecution Services Branch and as the chief of staff to the Commissioner of Police. In 2020, he was seconded to SA Health to establish the command-and-control function and coordination of the response to the COVID-19 pandemic. At the completion of the secondment, he returned to SAPOL and was promoted to the chief superintendent responsible for coordinating frontline operations across regional South Australia. In 2021 he was appointed as the COVID-19 response coordinator directly supporting the commissioner in his role as the state coordinator.

He was promoted to assistant commissioner in 2022 as the executive leader of SAPOL's Security and Emergency Management Service. He was then appointed as SAPOL's leader of the team coordinating the agency support to the Royal Commission into Domestic, Family and Sexual Violence. In 2025, Assistant Commissioner McLean was selected as the executive leader for Operation Sentinel 31, tasked with responsibility for planning the policing response to the United Nations' 31st Conference of the Parties (COP31). He has demonstrated his strategic leadership, outstanding communication skills, experience, and commitment to establishing the capability and resource requirements necessary to ensure the safety and security of the major event. In all aspects of his career, Assistant Commissioner McLean has made a significant contribution to the safety of the South Australian community.

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

### ***Tasmania***

#### **Inspector Philippa Jane Burk**

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

Inspector Philippa Burk's dedicated career spans almost 40 years, having joined Tasmania Police in 1986. Inspector Burk is a dedicated member who is passionate about her work and the wellbeing and development of her staff. As the officer in charge of Tasmania's largest geographical division, Bridgewater Division, in late 2019 Inspector Burk was police forward commander for the extensive wildfires in the Central Plateau and Derwent Valley. In 2020, she oversaw the wellbeing response for members involved in the fatal shooting of an offender in Tea Tree in southern Tasmania. Her leadership and compassion have helped shape a more trauma-informed approach to incidents such as this, which is now reflected in broader organisational practice.

Inspector Burk oversaw the construction of the New Norfolk police station which has significantly improved the experience of members serving in the area and engagement with the local community. Since 2023, Inspector Burk has provided high-level support to the deputy commissioner in the delivery of the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings including being the acting commander in the work unit responsible for the coordination of the delivery. Her work on the Commission of Inquiry response required navigating highly sensitive issues while driving tangible reform, leading a multi-disciplinary team ensuring alignment with legislative, ethical and community expectations.

Inspector Burk is well regarded by all commissioners for her frank and fearless advice where she advocates for the frontline. In doing so, she has influenced policy and operational decisions that have further supported the frontline. Her career reflects a steadfast dedication to Tasmania Police and the community, exemplifying the highest standards of policing and public service.

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

### ***Tasmania***

#### **Commander Damien Leslie George**

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

Having joined Tasmania Police in 1995, Commander Damien George has led a distinguished career of 30 years, characterised by his strong leadership, high-level investigative ability and a commitment to improving policing through innovation. In his current role leading the Education and Training Command, Commander George has delivered the largest number of recruits in a single year in the organisation's history, building the capability of Tasmania Police and improving frontline services to the community.

Commander George has significant experience in covert services and high-level investigations with a focus on serious and organised crime and has demonstrated tenacity and exceptional investigative skills in high-profile and complex cases. In 2015, Commander George was instrumental in the investigation of a double murder resulting from a cold case investigation and the successful prosecution of those responsible.

Commander George currently chairs a number of committees that are critical to the successful operation of Tasmania Police, including the Promotions Selection Committee, Curriculum Approval Board, and the Operational Safety and Equipment Committee. He represents Tasmania Police in a number of cross-jurisdictional committees and is currently a member of seven Australia and New Zealand Policing Advisory Agency focus groups. Commander George is known for his integrity and professionalism, and consistent upholding of the values of Tasmania Police. As the commander of the Education and Training Command, he has worked to instil these values in new members joining Tasmania Police and set the standard for those aspiring for promotion to senior ranks.

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

### ***Northern Territory***

#### **Senior Constable Josef Keith Hart**

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

Senior Constable Josef Hart has served the Northern Territory Police Force for over 30 years across urban, rural, and remote locations, earning respect as a dedicated 'bush cop' who builds trust and strong community relationships. Currently based with the Police College Command, he manages, mentors, and guides the Junior Police Ranger (JPR) program for middle school students, supports the Police, Fire and Emergency Services (PFES) Cadet Program for senior school students, and contributes to driver training for recruits and auxiliaries. His work involves attending youth camps to teach survival skills, navigation, leadership, cultural awareness, and teamwork, empowering young Territorians with lifelong skills.

Senior Constable Hart is deeply committed to developing future police leaders, often dedicating his personal time to improving facilities such as the JPR base at Goanna Park, fostering partnerships with charities, and involving youth in community engagement initiatives. A calm and patient driving instructor, he promotes self-reflection and personal growth alongside practical skills. His influence has inspired many JPRs and cadets to pursue careers within PFES and the wider community, including the Australian Defence Force.

Senior Constable Hart's distinguished service includes establishing the first permanent police presence on Elcho Island, advancing local initiatives in health, education, and emergency services. His career reflects exceptional dedication, prolonged exposure to hazard, and an enduring legacy in shaping capable, community-minded future leaders for the Northern Territory.

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

### ***Northern Territory***

#### **Detective Superintendent Lee Jay Morgan**

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

Detective Superintendent Lee Morgan has served with the Northern Territory Police Force since 1998, dedicating more than 27 years to frontline and investigative policing in remote, regional, and urban communities, including Alice Springs, Papunya, Alyangula and Darwin. He held key leadership roles in units such as General Duties, Major Crime, Ethical Standards, Drug Squad and as a watch commander, before being promoted to a superintendent in 2021. Currently leading the Drug and Organised Crime Division, he oversees complex investigations into serious organised crime, drug trafficking, and firearms offences, while representing the NT nationally on specialist taskforces targeting outlaw motorcycle gangs, illicit drugs, and illegal firearms.

Detective Superintendent Morgan's distinguished service includes exceptional crisis leadership during the 2019 Darwin mass shooting, where, as the Territory duty superintendent, he coordinated the entire police response, negotiated directly with the armed offender, and prevented further loss of life. He was the officer in charge of high-profile coronial investigations, including the death of a Warlpiri-Luritja man, managing culturally sensitive, nationally significant matters with integrity and professionalism. In 2024 he established the Fugitive Task Force, which, within six months, arrested over 400 high-risk offenders, significantly improving community safety.

His leadership during the COVID-19 pandemic assisted in developing and implementing critical interagency frameworks for rapid contact tracing, mitigating the virus's spread and avoiding prolonged lockdowns. Detective Superintendent Morgan's career reflects sustained exposure to high-risk environments and consistent operational excellence in volatile, complex, and hazardous situations. Highly respected for his judgement, cultural competence, and mentorship, Detective Superintendent Morgan is frequently entrusted with the Territory's most challenging and sensitive cases.

Detective Superintendent Morgan's career exemplifies the highest standards of dedication, courage, and leadership, making an enduring contribution to community safety, policing capability, and public confidence in the Northern Territory Police Force.

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

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

**Mr Trent Anthony Brown**, Kingsford NSW 2032

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

Mr Trent Brown joined Fire and Rescue NSW (FRNSW) in 1999 and has dedicated more than two decades of exemplary service to the people of New South Wales, progressing through the ranks from operational firefighter to his current position as chief of staff. His extensive experience includes roles such as team leader of breathing apparatus and hazmat training, inspector of operational staffing, staff officer to the deputy commissioner of field operations, superintendent of hazmat and counter terrorism, and acting zone commander of metropolitan east 2. He continues to serve as a member of the FRNSW incident management team and maintains his operational capability to ensure he can be called on to lead an incident at any time.

Throughout his career, he has demonstrated exceptional leadership, commitment, and a passion for enhancing the safety and well-being of his colleagues, emergency services partners, and the community. Mr Brown consistently performs beyond the expectations of his position. He has demonstrated exceptional initiative and innovation, particularly in his work on the Fireground Decontamination Project; the Australasian Fire and Emergency Services Authorities Council National Hydrogen Strategy; the Bushfire Respiratory Review; and development of specialist hazmat capabilities in support of high risk, public order, clandestine drug laboratory, and dignitary protection operations. His leadership during the NSW Disaster Assistance Response Team deployment to Vanuatu showcased his ability to provide expert support and assessments in challenging environments, further highlighting his dedication to service.

Mr Brown's commitment to community safety extends beyond the fire ground within his professional duties. He has actively engaged in initiatives to see underprivileged Indigenous communities in the Moree Plains Shire Council region receive appropriate representation during building impact assessments. He has also worked with the Environment Protection Authority, Department of Public Works, Moree Shire Council, and Local Aboriginal Land Council to enhance community safety outcomes. Mr Brown's long and distinguished service, marked by his exceptional leadership, dedication, and innovative contributions, make him a model for others to aspire to.

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

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

**Ms Denise Lynne Butcher, NSW**

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

Ms Denise Butcher commenced her career with Fire and Rescue New South Wales (FRNSW) on 15 March 1985. She was one of the first two female firefighters appointed to the service and remains the longest-serving female firefighter in its history. Ms Butcher has served in a frontline operational capacity and currently works as a senior firefighter in the Alexandria Communications Centre, where she supports FRNSW crews across the state via emergency call-taking and radio coordination.

Her career has spanned four decades of continuous service in both hazardous frontline roles and critical communications functions. Ms Butcher entered the fire services at a time when no pathway existed for women in the profession. From the outset, she faced cultural barriers, including being made supernumerary and initially excluded from operational duties. Despite these challenges, Ms Butcher responded with professionalism, competence, and determination. Her quiet leadership and exceptional service over the past 40 years have shifted perceptions, raised standards, and forged a path for future generations of women in firefighting. Her service also included navigating restrictive and outdated maternity policies, contributing to longer-term cultural change and more inclusive practices.

Throughout her career, Ms Butcher has maintained the highest standards of integrity, reliability, and commitment. She is widely respected across the organisation as a quiet trailblazer who has consistently embodied the FRNSW values of respect, integrity, service, and courage. She has made a significant contribution to the safety and wellbeing of the community of New South Wales, both on the frontline and behind the scenes. Ms Butcher's legacy lives not only in the historical significance of her appointment, but in the generations of firefighters who have followed her example of being committed to service, grounded in integrity, and shaped by the path she helped to clear.

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

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

**Ms Mardi Louise Cook**, Uralla NSW 2358

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

Since joining the NSW Rural Fire Service (NSW RFS) in 1998, Ms Mardi Cook has served with unwavering commitment and exceptional skill across the Harnham, Devils Pinch and Kentucky brigades, excelling in both operational and administrative capacities. Currently a group officer, she has also been secretary, deputy captain, senior deputy captain and deputy group officer.

A qualified NSW RFS fire investigation officer, Ms Cook has led several significant investigations and serves as a senior trainer in the New England Zone, specialising in first aid. As a health and safety representative and a member of the senior leadership team, she actively contributes to forums and workshops, representing her zone with professionalism and insight.

An inspiring role model for women in the NSW RFS, Ms Cook demonstrates outstanding operational skill while fostering leadership and supporting members' mental health and wellbeing after incidents.



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

***New South Wales***

**Mr Gregory Frullani, Woodford NSW 2778**

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

Mr Gregory Frullani joined the NSW Rural Fire Service (NSW RFS) in 1978 and quickly learned that dry firefighting skills, strong leadership and being engaged with your community are of vital importance during bushfires in the Blue Mountains. These have become the traits that Mr Frullani is widely renowned for across the NSW RFS.

Mr Frullani's commitment, high energy and athleticism led him to be a founding member of the Blue Mountains Remote Area Firefighting Team (RAFT) in the early 1980s. Mr Frullani is always enthusiastic to use his experience, skills and training qualifications to develop members' skills. His expertise was also utilised in developing the state training program for RAFT. Mr Frullani promotes the NSW RFS through community engagement and fundraising, which has led him to be the NSW RFS liaison for over 20 years, collaborating with various external organisations to raise funds for those organisations and the NSW RFS.

Mr Frullani's leadership skills have been recognised as an elected captain and deputy group captain over 36 years of his service. He is well respected as a mentor for new and experienced senior field officers. As a highly valued member of Hazelbrook Rural Fire Brigade, Mr Frullani continues to inspire the team's camaraderie and achievements.

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

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

**Mr Max Roger Hedges**, Yass NSW 2582

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

Mr Max Hedges has been a member of the NSW Rural Fire Service (NSW RFS) for 55 years and a field officer for 45 years in positions ranging from deputy captain through to being group captain for 25 years, providing fire ground leadership, management and co-coordinating social and fundraising activities for the Manton Brigade and Group 2 brigades. He has mentored generations of firefighters, including the majority of the local field officers in the Southern Tablelands.

Mr Hedges has been deployed to local and out-of-area fires, too many to count, and with this expertise has worked tirelessly to improve firefighting capabilities within the Southern Tablelands. Mr Hedges was instrumental in establishing the Rural Fire Service Association branch in Yass, the NSW RFS presence at the Murrumbateman Field Days and has served on the Bush Fire Management Committee for many years. He raised funds to purchase appliances for Manton and the station, and drove the key infrastructure project's introduction of radios, a fire spotting tower and establishing the Fire Control Centre.

Mr Hedges has encouraged and engaged new landowners to become involved in firefighting activities to protect their own properties. Mr Hedges has been active at the district and zone level, representing members and conveying brigade concerns within the group. After stepping down as a deputy captain, he continues to be a passionate advocate for firefighter health and safety.

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

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

**Mr Gary Robert Laker, NSW**

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

Mr Gary Laker joined Stanwell Park Bush Fire Brigade at age 14 and has served the NSW Rural Fire Service (NSW RFS) for 49 years. He is a life member and has since served as deputy captain, senior deputy captain and for over two decades as captain.

Mr Laker has trained, mentored and supported the majority of NSW RFS officers and firefighters in Stanwell Park, and many in the Illawarra District. He has shown outstanding and continuous commitment to training and the maintenance of skills and organised successful community education events and recruitment drives.

As a NSW Rail Fire and Emergency firefighter, Mr Laker leveraged his extensive experience and knowledge to connect Sydney Trains staff and NSW RFS personnel to improve knowledge and awareness around the area's rail corridors. Mr Laker was deployed to the 1994 Sydney fires, the 2001–2002 Southern Sydney Christmas fires, 2003 Canberra fires, 2003 Waterfall Train disaster, 2004 Wollongong flood and storm damage, 2007 North Sydney storm damage, and the devastating NSW bushfires in 2019–2020.

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

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

**Mr Liam Angus Macwilliam, NSW**

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

Mr Liam Macwilliam joined the Ridgeway Brigade of the NSW Rural Fire Service (NSW RFS) in 2009. He has served as a captain since 2020 and previously held positions of senior deputy captain, deputy captain, brigade youth officer, community engagement officer and training officer. Mr Macwilliam is an active member of the brigade, consistently attending both operational and non-operational events, including out-of-area deployments.

Mr Macwilliam's achievements and commitment to the NSW RFS goes far beyond his brigade's operations. He is passionate about training within the Lake George district and, as both an instructor and a member of the Training Advisory Group, Mr Macwilliam is instrumental in delivering and assessing a large number of training courses.

Mr Macwilliam is passionate in raising the next generation of NSW RFS firefighters, demonstrated through his unwavering commitment to the NSW RFS Cadet Program each year and ongoing support to young members of the district. He sets and maintains the highest standards and is highly regarded by volunteers, staff and the community alike. Mr Macwilliam strives to promote the NSW RFS in all facets of his life and constantly demonstrates the values of the NSW RFS through his leadership, dedication and selfless commitment to the brigade, district and the community.

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

***New South Wales***

**Mr Graeme O'Brien**, Singleton NSW 2330

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

Mr Graeme O'Brien joined the Westbrook Darlington Rural Fire Brigade in 1971 and has since served as a secretary, treasurer and captain. In 2001, Mr O'Brien was appointed as group captain, a position he held for 18 years until his retirement from the role. Mr O'Brien was involved within the district conducting and assessing mainstream training and participated in the management of brigades within all group areas. He further devoted extensive time to the NSW Rural Fire Service (NSW RFS) through the Local Rural Fire Service Association, Secondary School Cadets Program, community education and various management committees, including the Senior Management Committee, the Bush Fire Management Committee and the District Liaison Committee of which he was chairperson.

Mr O'Brien regularly assisted in the Hunter Valley District, participating in numerous incident management teams as sector division commander and operations support. He was deployed to many incidents, local, out of area and interstate, including major bushfires and incidents including the 1992 and 1994 fires, Operation Autumn Storm, the Canberra Kosciuszko fires and the disastrous 2019–2020 NSW bushfires.

As a retired group captain, Mr O'Brien remains operational and continues to support and mentor the next generation of NSW RFS members. Mr O'Brien has enriched the lives of others and exemplifies the virtues of a good citizenship, providing ongoing initiative, leadership and dedication. He has devoted himself to sustained and selfless voluntary service, earning the respect of his peers, and is a role model within the community and the NSW RFS.

Mr O'Brien's 54 years of dedication to the service and wealth of local knowledge along with the support of his peers has seen him recognised as a most valued group captain and member of NSW RFS.

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

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

**Mr David Murray Philp**, Brogo NSW 2550

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

Mr David Philp has provided exceptional service to the NSW Rural Fire Service since joining in 2008. A dedicated operational member of the Brogo Rural Fire Brigade on the Far South Coast, Mr Philp has played an integral role in enhancing community preparedness and fire risk awareness.

As a highly skilled fire behaviour analyst, Mr Philp has made outstanding contributions to fire operations at local, state, and international levels. His expertise has been critical during major incidents, particularly throughout the devastating NSW bushfires in 2019–2020, where his analysis supported tactical decisions that saved lives and property. He has completed multiple interstate deployments and represented Australia during a six-week assignment in Canada in 2017, reflecting his commitment to global fire management.

Beyond operations, Mr Philp has been instrumental in fire behaviour research, including the Australian Fire Danger Rating project, and has mentored the next generation of fire behaviour analysts through training and development programs. His calm leadership, technical excellence, and unwavering dedication to community safety exemplifies the values of the NSW Rural Fire Service.

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

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

**Mr Frederick Keith Teudt, NSW**

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

Mr Frederick Teudt has been a member of the NSW Rural Fire Service (NSW RFS) for over 42 years, joining the Woodburn Brigade in 1983. He became captain in 1990 and was elected group captain for Richmond River (now known as Richmond Valley) district in 1996. He is still a serving group captain today. He has been involved in the operational development of members through his time in the training team and as part of the Event Marshall team helping at the Region North Exercise.

Mr Teudt assisted with the reintroduction of Compressed Air Breathing Apparatus training in the Northern Rivers and during this time has trained most of the operational firefighters in the Northern Rivers. He has been heavily involved in local structure fire training and assisting other areas with training and assessment where required.

Mr Teudt is known to be a steady, calm and balanced fireground manager and is a solid influence on both volunteers and staff in the northeast. Always ready to lend a hand, he has trained members from entry level bush firefighter to senior group leader roles.

Mr Teudt has held the positions of brigade president, permit officer, training officer and community engagement officer and has been a member of the District Training Team and District Planning and Mitigation Team. Currently, Mr Teudt actively mentors firefighters and other members of the NSW RFS and he is always ready and willing to assist with fire history and local knowledge during large operations.

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

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

**Mr David John Welch**, Gunnedah NSW 2380

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

Mr David Welch has served Fire and Rescue NSW (FRNSW) with distinction since his appointment in August 2009. With 16 years of continuous service at Gunnedah Fire Station 314, he has progressed through the ranks to his current role as a captain, leading a team of 22 retained firefighters. His career has been marked by consistent professionalism, operational excellence, and a deep commitment to community and colleague wellbeing.

Mr Welch has made substantial contributions beyond his operational duties. He has served as a peer support officer, health and safety representative, and most recently, as a recruitment project officer. He played a central role in developing leadership programs for on-call firefighters and is involved in workforce training and safety initiatives across the region. During critical events such as the 2019–2020 Black Summer bushfires and the 2017 and 2022 Lismore floods, he provided both frontline support and essential welfare assistance.

Known for his calm, empathetic leadership, Mr Welch fosters a strong station culture, marked by respect, unity, and personal connection. His crew regard him as one of the finest captains they have served under. Mr Welch is also a community leader, serving on the Gunnedah Junior Soccer Committee, coaching youth, and securing funding for local sports facilities. His strong multi-agency collaborations and public engagement efforts have enhanced both emergency response and public safety education. Mr Welch embodies the values of FRNSW: integrity, humility, and service.



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

### ***Victoria***

**Mr Kelvin Jeffrey Bateman**, Dunrobin VIC 3312

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

Mr Kelvin Bateman has been a contributing member of the Country Fire Authority for over 46 years since joining in 1978. He has held numerous leadership positions including captain of the Dunrobin–Nangeela Brigade for 32 years. Mr Bateman has been part of Volunteer Fire Brigades Victoria since it was first established over 20 years ago, stepping into roles such as District 4 committee member, chairman, state councillor and now board member. Mr Bateman has been second deputy group officer of the Casterton Group of fire brigades for 14 years.

Mr Bateman has always supported and mentored both new and older members, with a focus on recruiting and developing younger members to take on more senior roles in Country Fire Authority, significantly contributing to the viability and sustainability of many brigades throughout District 4. Mr Bateman's work in developing the District 4 Rural Fire Running Championships as a founding member and his continued support for youth and helping young people to get involved, spans over 30 years.

Mr Bateman has been instrumental in identifying district wide needs in relation to both infrastructure and appliances and has been a strong advocate for improving these. He has taken it upon himself to organise strike teams, their replacements and rotations, to the benefit of all volunteers, ensuring fatigue is managed and efforts are sustainable. This has occurred both within the district and in support of major fires across the state including the Black Saturday, 2019–20 fires and the 2024–25 fires.

Always ready to respond to the communities' needs, Mr Bateman exemplifies leadership and the volunteer spirit of service to others before self. The time Mr Bateman dedicates to his service whilst still working a full-time job is to be commended, going above and beyond for each and every volunteer.

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

### ***Victoria***

**Mr Brendan Francis Blake, VIC**

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

Mr Brendan Blake commenced service with the Country Fire Authority in 1971, sustaining positions of leadership throughout his incredible 54 years of membership. Mr Blake has served in a range of frontline roles at both the Greenvale and Loddon Vale brigades, where he held the positions of secretary, first lieutenant, third lieutenant, captain, group officer, deputy group officer and District Planning Committee chairperson. Mr Blake is currently serving as deputy group officer of the Terrick Group.

Mr Blake has provided distinguished and reliable leadership during many significant events. Notably his leadership brought safe outcomes for members and the community during the devastating fires of 1977, 1983 Ash Wednesday, 2006, 2009 Black Saturday and 2019-2020 Black Summer.

He provided leadership in the design and construction of a concept fire truck that paved the way for modern fire trucks. He was a founding member of the Northwest Rural Decline Workshop and a continued advocate for leadership development. He has always promoted inclusion, successfully challenging traditional views of firefighting and improving female recruitment. He continues to provide a strong voice in succession planning, encouraging leaders and supporting their leadership journey.

Mr Blake proudly describes his Country Fire Authority service as a 50-year marriage, an indication of his commitment to protecting our communities with integrity, loyalty and respect. He dedicates most of his spare time to the Country Fire Authority in additional roles such as the captain's peer mentor and on various district and state-level committees. He has always served with distinction and is highly respected for his professional and team-focused approach, with a strong commitment to improving leader and member experience. He has influenced many current fireground leaders and continues to mentor. Mr Blake has served the community with exceptional leadership for over 54 years and deserves the highest praise for his achievements.

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

### ***Victoria***

**Ms Emma Louise Conway**, Yarragon South VIC 3823

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

Ms Emma Conway commenced her service in the emergency management sector over 21 years ago, serving in both volunteer and staff roles across the Country Fire Authority (CFA), Fire Rescue Victoria, and the Australasian Fire and Emergency Service Authorities Council (AFAC). Her service history includes frontline and hazardous roles as a firefighter and operational leader within CFA districts 9, 10, and 27. She was among the CFA's first female career firefighters and has undertaken operational leadership roles during significant emergency events. Ms Conway is currently a volunteer with the CFA and the deputy director of operations at AFAC, where she leads national projects, facilitates international and interstate resource sharing, and coordinates key operational collaboration groups.

Ms Conway has made a significant contribution to emergency management through her frontline leadership during critical incidents, including the 2019–20 Black Summer bushfires. She is progressing toward Level 3 accreditation in both planning and incident control in Victoria, a notable achievement that places her among a small cohort of women with this dual qualification. Her operational excellence, strategic leadership, and resilience under pressure have earned the respect of peers and stakeholders across jurisdictions.

Beyond incident response, Ms Conway has driven substantial improvements in volunteer leadership and capability development across the CFA and the broader emergency management sector. She has actively championed initiatives supporting youth engagement, women in leadership, and diversity and inclusion. Her leadership in these areas has directly strengthened the CFA's future capability and cultural evolution.

Ms Conway has contributed significantly to the safety and wellbeing of communities across Victoria through more than two decades of frontline and strategic service. Her leadership during major emergencies, commitment to volunteer and workforce development, and advocacy for inclusion and diversity mark her as an outstanding role model.

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

### ***Victoria***

**Mr Andrew Garth Johnson**, Drouin VIC 3818

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

Mr Garth Johnson of the Langwarrin Fire Brigade has been a volunteer with the Country Fire Authority for over 40 years, commencing his journey with the Cranbourne Fire Brigade on 12 April 1984 following in his father's footsteps. Most of Mr Johnson's service history has been at Langwarrin, with service at Pearcedale and Devon Meadows fire brigades. Over the years Mr Johnson has served in a range of frontline roles including communications officer, first, second, third and fourth lieutenant and deputy group officer. Mr Johnson remains at Langwarrin Fire Brigade as a firefighter to this day.

Mr Johnson's significant service includes being instrumental in the development of Langwarrin Fire Brigade's rescue unit and the fabrication of numerous rescue tools, shelving and brackets in the rear of the rescue unit, as well as enhancing the training package for road rescue with most of the package still in use today.

Mental health and education are passion projects for Mr Johnson after having been diagnosed with post-traumatic stress disorder (PTSD). Mr Johnson now volunteers his time travelling around the state telling his story on how he was diagnosed with PTSD and the events leading up to and after when he was triggered, in the hope that members do not experience the condition in the way he did – being in denial for so long and refusing help. Mr Johnson's story is very personal, raw and deep with no question off limits, and he has assisted many in opening up and getting the help they so desperately need.

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

### ***Victoria***

**Mr Graham Kirk**, Mornington VIC 3931

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

Mr Graham Kirk began his career with Victoria's fire services in 1990 and has held various roles during this time. Mr Kirk has displayed outstanding leadership in his roles as a station officer, recruit course instructor, fire investigator, Level 3 incident controller and is currently a commander with Fire Rescue Victoria.

His role as the incident controller during the Arthurs Seat Chairlift collapse in 2003 led to changes in legislation that define control agencies to emergencies. As an incident controller through Victoria's Black Saturday bushfires in 2009, he assisted in saving many communities from this disaster and ensured that Victoria's critical water catchments were not overrun by fire and remained a viable water source for the community.

Additionally, Mr Kirk has been a mentor to many within the Country Fire Authority and Fire Rescue Victoria and helped develop the skills and abilities of those around him in fireground operations and leadership.

Much of the work Mr Kirk has done and continues to do in his roles within Fire Rescue Victoria has defined the way that the fire services and the broader emergency services work and train throughout the state of Victoria.

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

### ***Victoria***

**Mr Gavin Charles Parker**, Neerim South VIC 3831

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

Mr Gavin Parker commenced service with the Country Fire Authority (CFA) as a volunteer at the Neerim South Fire Brigade in 1976, where he held numerous leadership positions. In 1995, he transitioned to a career firefighter role with the CFA and, following the transition of career firefighters to Fire Rescue Victoria in 2020, has continued to serve the CFA on secondment from Fire Rescue Victoria. Over the course of nearly five decades, Mr Parker has served in a wide range of frontline and leadership roles across Victoria, particularly in the Latrobe Valley and throughout the CFA's south east region. He has held positions including senior station officer and currently serves as a commander, leading emergency operations in one of the state's most complex and high-risk regions.

Mr Parker has demonstrated exceptional skill and resilience in numerous emergency incidents. During the Black Saturday bushfires in 2009, he led his crew in responding to the Churchill fire, operating under extreme conditions to successfully defend a critical communications tower. In the Black Summer bushfires of 2019–20, Mr Parker played a key role in managing complex peat fires, applying his deep tactical expertise to coordinate safe and effective multi-agency responses.

Beyond his operational leadership, Mr Parker has made a lasting impact through innovation. He was instrumental in introducing thermal imaging technology to the CFA and is recognised as the organisation's subject matter expert. He developed and delivered structured training drills that significantly enhanced firefighter safety and operational capability. His training methodology was internationally recognised and published in both Australian and international fire magazines.

Mr Parker has made a significant contribution to the safety and wellbeing of Victorian communities throughout his distinguished career through his commitment to innovation, and dedication to frontline personnel. He has served the CFA and the wider community with distinction and enduring impact.

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

### ***Queensland***

**Ms Quinn Danielle Cramer**, Gladstone QLD 4680

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

Ms Quinn Cramer commenced service as an auxiliary firefighter with Queensland Fire and Rescue in 2008. She became a permanent firefighter in 2011 and a station officer in 2018. Ms Cramer currently serves at the Gladstone Fire and Rescue Station. In addition to her frontline role, Ms Cramer is a passionate advocate for gender equity and empowerment of women within fire and emergency services. She has been a member of the Women in Firefighting Australasia board since 2017 and was elected as the president in 2019. Ms Cramer is also a co-founder for the Frontline Women's Network and represents women in firefighting on several national advisory boards. Her unwavering dedication has made Ms Cramer highly regarded among her peers, and she is known for her inclusive leadership and mentorship.

Ms Cramer's commitment to serving her community extends beyond her work as a station officer and advocate and into her volunteering efforts as well. Ms Cramer volunteers with Bike4Burns, a charity that raises funds for the Children's Hospital Foundation to support children suffering from burns. In 2018, Ms Cramer took on the role as one of the events' social media managers, in addition to participating in the ride.

Ms Cramer has made important contributions to the advancement of gender equity in the fire service and to charity efforts throughout her more than 17-year career with Queensland Fire and Rescue. She regularly goes above and beyond the scope of her role to seek operational and organisational improvements and mentor fellow firefighters to ensure the safety of staff, volunteers and the wider community.

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

### ***Queensland***

**Mr Robert Douglas Frey, QLD**

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

Mr Robert Frey commenced service as an auxiliary firefighter with Queensland Fire and Rescue, Queensland Fire Department in 1992. He became a permanent firefighter in 1994 and was promoted to his current role of station officer at the Noosa Heads Fire Station in 2001. Mr Frey has performed leadership roles during several deployments throughout his career including the Black Saturday bushfires in 2009, Narrabri bushfires in 2012, Hazelwood Mine fire in 2014, Tamworth bushfires in 2019, Cradle Mountain bushfires in 2018, Swan Hill floods in 2022 and many Queensland deployments from Cyclone Larry to current.

Mr Frey has served as a lead instructor at the Queensland Fire and Rescue Tactical Training Unit for more than 21 years, playing a pivotal role in the development and delivery of world-class offensive firefighting training to operational firefighters. The skills and knowledge he has imparted in his role has left a lasting legacy in enhancing firefighter safety, reducing property damage, and contributing to community safety.

Mr Frey has also been a passionate advocate for Queensland's fire services. In 2010, he was selected to represent Australia in the Tour of Duty Run across the United States where he ran from Los Angeles to New York to commemorate the lives of emergency service workers lost in the September 11 attacks. He represented Australia and Queensland Fire and Rescue Services (now Queensland Fire Department) at a joint sitting of Congress in Washington D.C in 2011. He was also an organiser for the 2017 Firefighter Memorial Day. Mr Frey is a highly skilled and dedicated officer who has provided distinguished service to the community, the professional development of firefighters, and advocacy within the fire service throughout his 31-year career.



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

### ***Queensland***

#### **Mr Christopher Thomas Gilchrist**

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

Mr Christopher Gilchrist commenced service as an auxiliary firefighter in 1990 with Queensland Fire and Rescue, Queensland Fire Department. Since that time, he has worked in leadership and support roles at a range of incidents across South West Queensland and is committed to training and developing the next generation of firefighters in his area. He is currently serving as the auxiliary lieutenant and support officer at the Warwick Fire and Rescue station.

Throughout his career, Mr Gilchrist has led fire crews through significant incidents including industrial and structural fires and road crash rescues, as well as complex and demanding hazardous materials responses. Since becoming certified as a fire investigator in 2016, Mr Gilchrist has completed more than 120 fire investigations across 11 local government areas in South West Queensland. He has played an instrumental role in enhancing community safety, improving fire prevention strategies, and supporting successful criminal prosecutions for arson-related offences.

He is passionate about the professional development of firefighters, having worked as an instructor for auxiliary recruit courses throughout the Southern Region and taking on the role of Warwick Area Training Coordinator for several years. Mr Gilchrist exemplifies the values of the Queensland Fire Department and has made an important contribution to his community through operational response, fire investigation, and in developing the skills of emerging auxiliary firefighters across 35-years' service with Queensland Fire and Rescue.

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

### ***Queensland***

**Mr Garry William Hoonhout**, Condamine QLD 4416

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

Mr Garry Hoonhout commenced service as a rural firefighter with the Rural Fire Service Queensland, Queensland Fire Department, in 2014. Since that time, he has worked in several roles including secretary and deputy fire warden of Condamine Fire Warden District. He is currently serving as second officer and treasurer at Condamine Rural Fire Brigade.

Throughout his time with the Rural Fire Service Queensland, Mr Hoonhout has been responsible for coordinating firebombing and fire suppression efforts, along with managing resources and leading hazard reduction burns in his local area. His tireless work has played an instrumental role in protecting property and enhancing community safety. Mr Hoonhout is highly respected among his peers for his ability to remain calm under pressure, even in the most challenging and hazardous conditions. During the Tara bushfires in 2023, Mr Hoonhout played a pivotal role in coordinating evacuation efforts, helping establish firebreaks, and managing operational rosters to reduce firefighter fatigue.

Mr Hoonhout is passionate about community engagement and rural firefighter recruitment, promoting the Rural Fire Service Queensland through community events in his local area. He has been a driving force for recruitment efforts and has acted as a mentor and role model for new recruits.

Mr Hoonhout's efforts exemplify the vital role that volunteer firefighters play in keeping communities safe, often sacrificing personal time and facing considerable risks without expectation of reward. Beyond active fire response, he has demonstrated exceptional commitment to fire prevention, leading hazard reduction burns around the Condamine township, reducing fire risks and enhancing community safety.

Mr Hoonhout has made a significant contribution to the safety and wellbeing of the community of Condamine and surrounding townships throughout his more than 11-years' service with the Rural Fire Service Queensland.

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

### ***Western Australia***

**Mr Daryl Gilbert Clohessy**, Parkerville WA 6081

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

During almost 40 years in emergency services, Mr Daryl Clohessy has witnessed a wide range of incidents and had to learn how to respond to challenging situations while continuing to complete difficult tasks. Mr Clohessy understands this is a skill developed over time and not easily taught, and has devoted many years to building resilience and capability. Calmly leading a rescue team through a confronting triple fatality incident highlighted the importance of preparation and training. He has since acquired 17 training accreditations and coached thousands of career and volunteer trainees.

Mr Clohessy has been instrumental in developing and improving training programs, including the equipment used. His community compassion has been evident in the outreach program he created in 1999, the Safer Seniors Program. Working with the Bedford and Morley Returned and Services League, the program provides fire safety checks, smoke alarm battery replacements and general welfare checks for senior veterans and widows. His respect and understanding of military history have made the visits special for the individuals involved. The Safer Seniors Program is still running and while many of the original veterans have passed, Mr Clohessy continues to care for new participants, protecting their safety and wellbeing. Over the past 26 years, this initiative has played a positive role in seniors' welfare and preventing fire-related incidents in the homes of vulnerable seniors.

Mr Clohessy's willingness to still do the hard yards while a station officer, such as donning personal protective equipment and joining his crew to clean up asbestos at a factory fire, inspires his colleagues on the frontline. He has also encouraged his firefighters to explore career opportunities within the Department of Fire and Emergency Services, with many taking on roles in fire investigation, training academy instructors, Urban Search and Rescue, peer support, Juvenile and Family Fire Awareness, air operations and health and safety.

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

### ***Western Australia***

**Mr John Harry Jonker**, Manjimup WA 6258

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

Mr John Jonker joined the Manjimup Volunteer Fire and Rescue Service in 1968, and is still active today. Despite his longevity among the state's firefighting team, Mr Jonker has not pulled back from frontline operations.

As recently as January 2025, he demonstrated bravery and quick thinking during a complex and hazardous rescue operation. After a person became trapped inside the compacting space in a rubbish compactor truck, he used his extensive mechanical knowledge to quickly assess the situation and the action needed to successfully free the person. His swift and sure-handed execution showcased his technical skills and demonstrated his dedication to helping others in critical situations. His actions that day saved a person from serious harm or possible death. For Mr Jonker, it was another achievement in a long emergency services career that has included attendance at 684 incidents, with 186 of those being road crash rescues, 121 structure fires and 100 bush fires in the past 25 years.

Mr Jonker has been at the frontline fighting some of the state's biggest bushfires, including Chesapeake and Northcliffe in 2025, Waroona and Yarloop in 2016, and O'Sullivan in 2015. He was also willing to put himself in harm's way at the dangerous Pemberton Mill structure fire in 2022 which posed a known asbestos risk.

Mr Jonker is currently an active member of the Road Crash Rescue Project Advisory Team, where his extensive knowledge of mechanics and road crash response has been invaluable. His input was instrumental in the successful development of the Road Crash Rescue Tender, a vehicle designed to enhance the capability of volunteer brigades across Western Australia.

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

### ***Western Australia***

**Mr Andrew James Lane, WA**

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

Mr Andrew Lane is a career firefighter who has diligently served the community throughout Perth and regional WA over the past 26 years. To add to that full-time commitment, his repeated service overseas has been outstanding. Mr Lane has demonstrated a willingness to answer the call to work in some of the most challenging and dangerous deployments in testing conditions, in countries as diverse as Canada, Papua New Guinea, Samoa and East Timor; he has done all that has been asked of him and more. He has gone above and beyond to the substantial benefit of the communities he has assisted.

Mr Lane not only organised the logistics requirements for Australian health teams reaching out to struggling communities and medical authorities during deadly viral outbreaks in Samoa and Papua New Guinea, he was an active part of the team, helping sick and dying adults and children. In Papua New Guinea, Mr Lane led the logistical delivery of medical support to COVID-afflicted communities, supporting a team of doctors tasked with giving guidance to under-resourced hospital staff in many parts of the country, in circumstances where people were angry and authorities mistrusted. His willingness to put others before himself likely saved many lives.

In 2024, Mr Lane led a team of 20 WA firefighters on a five-week firefighting deployment to Alberta, Canada, to some of the worst fires on record, with more than 5.3 million hectares burnt. He used his experience of deployment in unfamiliar and unsettling situations to help give the team the confidence to handle the challenge and at the end of the deployment, his team acknowledged the lasting benefits of the things they had learned as part of his team in Canada.

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

### ***South Australia***

**Mr Martin Osmund Carney**, Scott Creek SA 5153

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

Mr Martin Carney has served the South Australian Country Fire Service (SA CFS) for nearly 50 years, beginning in 1980 as a member of the Bradbury Brigade in Bradbury. Soon after joining, he was appointed as a training officer, a role he has continued to excel in throughout his service. Mr Carney has also served as brigade captain and other frontline operational roles at local and regional levels, demonstrating prolonged exposure to hazardous environments during major fire events.

Mr Carney's operational service is complemented by his expertise in training and preparedness. Drawing on his background in risk management, he developed a comprehensive skills-based training program for the Bradbury Brigade, covering fire behaviour, weather patterns, terrain, communications, and safety. This program has significantly improved operational readiness and volunteer capability. His service with the South Australian Fire and Emergency Services Commission as a volunteer support officer for Region 1 strengthened brigade cohesion, while his later role as the state manager of Emergency Services for Red Cross SA saw him lead major deployments to disasters such as Cyclone Larry, the Queensland floods and Victoria's Black Saturday fires.

A passionate advocate for community education, Mr Carney created and delivered an impactful, map-based bushfire preparedness program for households in local communities. He was also an early and active supporter of women in operational firefighting roles, helping to foster a more inclusive culture within the SA CFS. Following the 2021 Cherry Gardens fire, he provided compassionate and practical support to firefighters and families affected by loss and trauma.

Mr Carney has made an enduring contribution to community safety through his leadership in hazardous operations, his innovation in volunteer training, and his commitment to resilience and inclusion. His outstanding service exemplifies the highest standards of the South Australian Country Fire Service.

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

### ***South Australia***

**Mr Stuart James Helmore**, Blackwood SA 5051

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

Mr Stuart Helmore joined the South Australian Metropolitan Fire Service (SA MFS) in 1993 and has dedicated his career to advancing the education, skills, and operational capability of South Australian firefighters. Mr Helmore was promoted to the rank of commander in 2023 and regularly responds to incidents as part of the on-call roster.

Mr Helmore has demonstrated a long-standing commitment to advancing structural firefighting training within the SA MFS. Serving as a structural firefighting instructor since 2005, he has significantly influenced the way structural firefighting is taught and practised. His passion for enhancing the understanding of fire behaviour within structures has driven innovations in training delivery, improving firefighter safety and operational effectiveness.

A passionate advocate for contemporary, evidence-based, and best-practice training, Mr Helmore has been a driving force behind the creation of the world-class Structural Firefighting Training Facility at the SA MFS Angle Park Training Centre. The facility now delivers cutting-edge structural firefighting training to SA MFS personnel and firefighters from other agencies across South Australia and interstate. Mr Helmore's influence extends internationally, most notably in Canada, where he assisted in developing and delivering instructor training programs across multiple provinces as part of the Firefighting, Instruction, Research and Engineering Project. These experiences have enriched SA MFS training through the integration of global best practices.

Mr Helmore oversaw the development of a modern structural firefighting curriculum for the SA MFS, informed by his extensive personal study and strong professional relationships with other services, including Fire and Rescue NSW, the SA Country Fire Service, and the International Fire Instructors Workshop group. His unwavering commitment, innovative approach, and collaborative spirit have left a legacy, significantly improving firefighter safety, operational effectiveness, and inter-agency capability for generations to come.

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

### ***South Australia***

**Mr Simon Russell Kirkmoe**, Burnside SA 5066

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

Mr Simon Kirkmoe joined the South Australian Metropolitan Fire Service (SA MFS) in 2002 and has served with diligence and excellence, significantly contributing through his dedication to training, continuous improvement, mentoring and leadership. Outside of the SA MFS, Mr Kirkmoe serves as part of his local South Australian Country Fire Service brigade since 1997 in various positions such as firefighter, senior firefighter, lieutenant, and captain.

Mr Kirkmoe formed part of an Emergency Service Sector review of statewide training into Road Crash Rescue in 2011, leading to a joint inter-agency Road Crash Rescue Working Group and common training package. He has served in roles of both a technical rescue officer and special operations, hazardous materials officer with particular focus on organisational training. He developed specific training packages including Lift Rescue, Industrial and Domestic Rescue, and Respond to Wildfire and 204 technical rescue skillsets.

Mr Kirkmoe has held pivotal roles in complex incidents including as a rescue officer at the 2014 Freeway crash involving multiple vehicles, at vertical rescues including from the rooftop climb at Adelaide Oval and as a rescue officer at Southend (south-east).

Mr Kirkmoe represented the SA MFS, responding to the Victorian bushfires in 2009 and the national bushfire emergency in Queensland in 2019. In 2024 Mr Kirkmoe was promoted to the role of metropolitan commander of the Central Operations D Shift. He is committed to continuous improvement whilst continually providing firsthand operational training and was endorsed as a Level 3 incident controller. His diligence to continuous improvement through ongoing organisational training in technical skillsets makes him a sought-after mentor and leader within the SA MFS.



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

### ***South Australia***

**Mr John William Probert, SA**

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

Mr John Probert has served the South Australian emergency services for over 45 years, beginning with the South Australian State Emergency Service in Mount Gambier in 1981. He was primarily involved in road crash rescue and contributed to the early development of vertical rescue along with cave rescue, areas of interest he continues to maintain. He began his South Australian Country Fire Service (SA CFS) career in region 5 in 1999 before moving to region 6 following the Wangary Fire to support community recovery efforts. In 2012, he returned to region 5, serving as a regional commander until 2022. Mr Probert performs frontline operational roles as a Level 3 incident controller, state duty officer, regional duty commander and currently volunteers with the Naracoorte Country Fire Service Brigade.

Throughout his career, Mr Probert has led SA CFS responses to major incidents, including the 2019-2020 Fire Danger Season, the Blackford Fire, the 2022 Coles fire, and the Kangaroo Island fires. His leadership was marked by prolonged exposure to hazardous operational environments, from coordinating large-scale firefighting efforts to personally supporting crews and communities during traumatic events. At the Coles fire, Mr Probert provided exceptional care for his volunteers, escorting a fallen firefighter back to Adelaide.

Since 2022, Mr Probert has served as the SA CFS industry project officer, implementing legislative reforms for industry brigades and forging strong operational partnerships with the forest industry in the Lower South East. His work has improved interoperability, strengthened trust with industry stakeholders, and enhanced firefighter safety in a high-risk region.

Mr Probert has made a significant contribution to the safety and wellbeing of South Australians through his leadership in hazardous frontline operations, his commitment to building capability, and his enduring support for volunteers. His distinguished service, particularly during complex and dangerous incidents, reflects the highest standards of the fire service.

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

### ***Tasmania***

**Mr Paul Andrew Baker**, Lauderdale TAS 7021

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

Mr Paul Baker has provided 23 years of dedicated and exemplary service to the Tasmania Fire Service (TFS), having joined the Lauderdale Fire Brigade as a volunteer firefighter in 2001. His commitment to community safety, operational leadership, and the development of others has significantly strengthened both his brigade and the broader fire service.

Mr Baker's leadership qualities were quickly recognised by his peers. In 2004, he was promoted to a third officer, and in 2007 he became the brigade chief, a role he has now held for over 17 years, making him the longest-serving brigade chief in Lauderdale's history.

Since 2013, Mr Baker has also served as a volunteer training instructor, a role he continues to fulfil. For more than a decade, he has trained and mentored numerous career and volunteer firefighters in core areas such as structural firefighting, road crash rescue, and hazardous materials response. His influence has shaped the careers and capabilities of many within the TFS.

Mr Baker holds qualifications as a volunteer sector commander and a Level 2 operations officer, which enable him to lead and manage complex multi-crew incidents. His calm and structured approach on the fireground, along with his deep operational knowledge, make him a dependable leader during critical incidents. He is known for dedicating countless hours to both incident response and training, often sacrificing personal time to support the preparedness of others. His strong organisational approach has ensured that his brigade consistently maintains a high level of readiness and capability. His focus on succession planning has also positioned the brigade for long-term success.

Mr Baker is widely respected within the Tasmania Fire Service for his integrity, tireless work ethic, and team-first attitude. His dependable support to district staff and nearby brigades, his leadership in emergency situations, and his enduring contribution to firefighter development is highly regarded.

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

### ***Tasmania***

**Mrs Kim Frances Brundle-Lawrence OAM**, Launceston TAS 7250

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

Mrs Kim Brundle-Lawrence OAM has rendered over 35 years of dedicated and exemplary service to the Tasmania Fire Service (TFS) and her community, commencing her volunteer firefighting career with the Carrick Brigade in June 1990.

Throughout her service, Mrs Brundle-Lawrence has consistently demonstrated outstanding commitment to operational response, actively participating in intra-state deployments, regional strike teams, district campaign fires, and local emergency incidents. She is widely recognised for her leadership, professionalism, and operational reliability in high-pressure environments.

In addition to her frontline duties, Mrs Brundle-Lawrence has made significant contributions to brigade and community welfare. Her service extended during the COVID-19 pandemic, where she took on the role of compliance officer during Tasmania's peak outbreak period. She conducted daily isolation compliance checks and contributed technical support to enhance the reporting and mapping of COVID-19 case data, an effort formally recognised by the Northern District Police Commander.

Mrs Brundle-Lawrence played a key role in the implementation of the Trauma Teddies initiative in partnership with the Red Cross, providing comfort to children impacted by traumatic incidents. She is always among the first to offer support during major campaign fires, performing roles ranging from resource coordination and air operations flight following, to logistical support such as meal and supply delivery. Her willingness to assist at short notice and across diverse roles exemplifies her can do attitude and unwavering commitment to service. Her sustained and selfless contribution to the TFS, her advocacy for volunteer welfare, and her enduring dedication to community safety mark her as an exceptional role model in Australian emergency services.

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

### ***Tasmania***

**Mr Stuart Brian Males, TAS**

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

Mr Stuart Males has dedicated over 35 years of service to the Tasmania Fire Service (TFS), beginning his career as a trainee firefighter with the Hobart Fire Brigade in 1989. In 1990, he also joined the Brighton Volunteer Brigade, reflecting his strong commitment to community service.

Promoted to a station officer in 2000, Mr Males transferred to the TFS Training Division, where he began shaping the next generation of firefighters. Known for his calm, respectful, and knowledgeable approach, he quickly gained a reputation as a skilled and thoughtful instructor. He was promoted to a senior station officer in 2004 and to a district officer in 2010. In this senior leadership role, Mr Males assumed responsibility for the Hazardous Materials (hazmat) portfolio across Tasmania. Identifying a critical organisational gap, he led a major reform of hazmat response protocols. His pragmatic leadership and technical expertise resulted in statewide changes that continue to enhance safety, consistency, and effectiveness. As TFS's lead for hazmat, Mr Males has represented the agency at state and national forums, earning widespread respect for his deep technical knowledge and steady leadership. He is also one of only a few Tasmanian Level 3 incident controllers, regularly leading major incidents with calm and strategic direction.

A dedicated mentor and advisor, Mr Males has guided countless firefighters and officers throughout their careers. His legacy includes not only operational excellence but also the development of people, policies, and practices that have strengthened the service. Mr Males's impact across training, incident management, hazmat reform, and leadership has significantly enhanced the capability and professionalism of the Tasmania Fire Service.

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

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

**Mr Paul Robert Owens, ACT**

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

Mr Paul Owens commenced his service with ACT Fire and Rescue (ACTF&R) on 20 June 2002. During his 23-year operational career, he has honed and developed a profound passion for rescue disciplines, developing specialist rescue capabilities.

As a station officer, Mr Owens joined the fire safety section and was instrumental in revolutionising communication pathways within the section and with building industry stakeholders in the ACT. In this role, he initiated and consolidated relationships with developers, builders, architects and engineers that remain in place to this day, whilst simultaneously completing fire engineering studies.

However, it was on his promotion to commander of fire safety that Mr Owens excelled. Through an excellent work ethic, innovative approaches, and a devotion to staff development he contemporised and embedded a post-graduate Building Assessment and Fire Engineering pathway that made positions within his section one of the most sought-after in the service. Whilst the section was the embodiment of excellence within ACTF&R, it was the raised profile and respect earned in external industry that was his key achievement. This reputation solidified ACTF&R's importance in the planning and building approval system that ensures the safety of the public and firefighters alike in the built environment.

Mr Owens has represented the ACT on a national Built Environment Technical Group, responsible for influencing changes under the National Construction Code supporting fire safety in the built environment. His expertise was also pivotal in the ACT's response to combustible cladding after the Grenfell Tower fire in 2017.

He has earned the respect and admiration of his peers and colleagues through his mentorship of firefighters, generously sharing his experiences and knowledge as well as compassion during difficult times. Mr Owens embodies ACTF&R's core values of professionalism, dedication, and community service, consistently making impactful contributions to the safety and well-being of Canberra residents.

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

### ***Northern Territory***

**Mrs Beverley Anne Shuker, NT**

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

Ms Beverly Shuker commenced volunteering with Bushfires NT in 1978 as the founding member of the Berry Springs and Darwin River Volunteer Bushfire Brigade. Since that time, she has served in a range of volunteer roles including captain, secretary, treasurer, and committee member of the Darwin River Volunteer Bushfire Brigade.

During her 47 years of service, Ms Shuker has demonstrated exceptional leadership and commitment in hazardous and high-pressure situations. She has selflessly dedicated her time for the benefit of her community and played a pivotal role in the development and delivery of specialist training programs for volunteer brigades, significantly improving operational readiness in the region.

Her dedication to community safety is phenomenal. To date, Ms Shuker has attended more than 4,000 fires over her career, equating to around 30,000 hours of volunteered time. These incidents have included large-scale grassfires during the prolonged fire seasons, where she has worked in dangerous and physically demanding conditions to protect lives, property, and the environment. Ms Shuker was instrumental in establishing the Darwin River Volunteer Bushfire Brigade as a standalone brigade, separating from Berry Springs in 1979. Not only has she dedicated her time to protect her community, but she has also mentored and trained many new volunteers, fostering a strong and capable team, and led community engagement activities to raise awareness on bushfire prevention and preparedness.

Ms Shuker has served Bushfires NT and the wider Northern Territory community with distinction, courage, and unwavering commitment.

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

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

**Mr Bernard John Coren**, Canterbury NSW 2193

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

Mr Bernard Coren joined NSW Ambulance in January 2003. Over more than 22 years of dedicated service, Mr Coren held a wide range of frontline and operational roles including paramedic, intensive care paramedic, station officer, duty operations manager, sector duty operations manager, cardiac project officer, service planner, and is currently operational as the associate director of Service Planning. He has also represented NSW Ambulance on numerous committees, both internally and externally, including with HealthShare NSW and NSW Health service planning forums. Mr Coren has made significant and lasting contributions to the organisation, particularly through his leadership in service planning and strategic workforce development. His frontline experience has deeply informed his work in shaping safer, more effective service models to support paramedics across NSW.

Mr Coren played a key role in the development and delivery of the Strategic Workforce and Infrastructure Team (SWIFT) program, one of the largest strategic initiatives in NSW Ambulance's history. His work established a robust, evidence-based service planning methodology that integrates demand, workload, coverage, and capability, which was highly commended by the Audit Office of NSW.

Additionally, Mr Coren has overseen the commissioning of advanced external modelling to improve strategic forecasting and was instrumental in developing the NSW Ambulance Clinical Services Plan and Role Delineation Framework, setting clear direction for clinical services across the state.

Throughout his career, Mr Coren has demonstrated outstanding dedication and professionalism in both frontline clinical roles and executive leadership positions. He has contributed extensively to managing complex and hazardous incidents, including serving on the State Incident Management Team during the 2019–2020 NSW bushfires. His commitment to excellence and his strategic foresight has transformed NSW Ambulance's capacity to support its frontline workforce with the right staffing, infrastructure, and clinical capabilities. His efforts have created enduring benefits for both paramedics and the community.

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

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

**Ms Kirsty England**, Wisemans Creek NSW 2795

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

Ms Kirsty England joined NSW Ambulance in 1998 and has dedicated over 25 years to frontline clinical roles and paramedic education across regional and metropolitan areas. Throughout her career, Ms England has held numerous key positions and is currently the senior manager of Foundation and Specialist Education as well as an intensive care paramedic. In Ms England's early paramedic career she earned respect for her calm and capable response, and as station officer, she demonstrated strong operational leadership and a commitment to improving staff welfare and clinical standards.¶

¶ Her most significant contributions have been in education, where she has transformed paramedic training, especially in rural and regional NSW. She was the first Volunteer Educator providing vital training and support to regional community first responder units, and she pioneered the introduction of simulation-based training to frontline teams, significantly enhancing clinical readiness and patient outcomes. Ms England's innovation extended to the adoption of the Emergo Train System for major incident training. She voluntarily gained certification and adapted the system to meet the specific needs of regional and remote ambulance teams.¶

¶ During the COVID-19 pandemic, she played a pivotal role in rapidly developing a COVID-safe Intensive Care Paramedic skills uplift program. She produced a comprehensive, multi-modal training package delivered in a fraction of the usual development time, showcasing her expertise, dedication, and deep understanding of clinical education. Ms England transformed Clinical Volunteer Education into a formal, professional program, with clear development pathways, significantly enhancing volunteer training, support, and integration into NSW Ambulance operations.¶

¶ Known for her initiative, drive, and collaboration, Ms England continuously seeks opportunities to improve education and patient care, balancing innovation with compassion, mentoring new paramedics and leading strategic education programs with empathy and professionalism. Ms England exemplifies the highest values of NSW Ambulance as a dedicated, innovative, and compassionate leader whose work has left a lasting impact on paramedic education and the communities NSW Ambulance serves.¶



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

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

**Mr Martin Jonathan Pearce**, Haberfield NSW 2045

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

Mr Martin Pearce is a highly experienced intensive care, motorcycle, and critical care helicopter paramedic who joined NSW Ambulance in 1990 and has worked across multiple metropolitan and regional areas. He is a vital member of NSW Ambulance's aeromedical helicopter operations, undertaking hundreds of missions throughout NSW, offshore and in remote wilderness locations.

Mr Pearce is the lead trainer for remote area vertical rope access within the medical rescue environment. His dedication to safety and best practice has been instrumental in championing vertical rope access procedures. His expertise extends to international disaster response, having been deployed as a member of the Urban Search and Rescue Taskforce. Mr Pearce has a key leadership role within the Helicopter Education and Training team as senior paramedic educator. In this capacity, he leads a team of critical care paramedic educators and is responsible for developing and delivering comprehensive training programs. These programs ensure that both paramedics and aeromedical doctors are highly skilled and prepared for the complex demands of aeromedical retrievals.

Mr Pearce has been a driving force behind the transformation of aeromedical education to a structured, cyclic training program introduced in 2016–2017. This redesign has led to improved training quality, better staff preparedness, enhanced operational safety, and significant fiscal benefits for NSW Ambulance. Throughout his career, Mr Pearce has provided expert education and leadership to the prehospital and retrieval aeromedical workforce. His work has ensured that all skill groups within NSW Ambulance's aeromedical system are supported by tailored training that evolves to meet the growing clinical and operational requirements of a modern aeromedical helicopter rescue service.

Mr Pearce's dedication to clinical excellence, safety, and education has made a lasting impact on NSW Ambulance and the broader community. His tireless commitment to advancing aeromedical retrieval capabilities, combined with his extensive operational experience, exemplifies the highest standards of professional service and leadership.

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

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

**Mr Terence John Savage**, Bogangar NSW 2488

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

Mr Terry Savage is a highly respected and experienced intensive care paramedic (ICP) who commenced his career with NSW Ambulance in 1981 and has served across the state in a wide range of clinical and leadership roles. He was one of the service's earliest flight paramedics after completing specialist helicopter training. His participation in this groundbreaking program helped establish and develop NSW Ambulance's aeromedical and rescue response capabilities.

Mr Savage's clinical leadership and operational insight have shaped multiple key developments in NSW Ambulance, including laying the foundations for the regional ICP program. His efforts directly improved access to emergency critical care in regional and rural areas. Mr Savage was seconded to the Queensland Ambulance Service to support the design and delivery of their first ICP training program. This inter-jurisdictional collaboration in clinical development had a lasting influence on the progression of critical care paramedicine interstate and nationally. He has also contributed to major events and projects outside the traditional scope of paramedic work, including as a venue commander during the 2000 Sydney Olympic and Paralympic Games and as a member of the Ambulance Games Committee for 10 years.

Mr Savage has long been a champion for staff wellbeing and workplace culture. He was one of the first trained peer support officers in NSW Ambulance and has remained in the role for over 35 years. He plays an important role in advocating for sustainable workforce practices. He was a founding contributor to roster reform throughout the state and has been a trusted and respected voice on numerous committees and working groups. His contributions extend beyond Australia, having been deployed internationally with medical response teams on multiple occasions.

Mr Savage's depth of experience, unwavering dedication, and quiet leadership have left a lasting mark on the organisation. His career is distinguished by steady, enduring contributions that continue to benefit both colleagues and communities across NSW and beyond.

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

### ***Victoria***

**Ms Jessica Joy Drummond, VIC**

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

Ms Jessica Drummond has been a committed member of Ambulance Victoria since 2009, beginning her career in rural ambulance service at Castlemaine. Her early experiences in rural communities shaped her clinical and operational approach and continue to inform her mentorship of metropolitan paramedics.

In 2015, Ms Drummond was appointed as a paramedic educator at Vermont South branch, where she has consistently demonstrated leadership, clinical excellence, and a passion for education. Her engaging personality and sound clinical knowledge have made her a trusted mentor to countless graduates and colleagues.

Ms Drummond is a long-standing emergency medical response trainer and a key contributor to strengthening partnerships with Fire Rescue Victoria and other first responders. She is also an active member of the Metro 2 Best Care Community, sharing her valuable insights to enhance patient care and clinical practice.

In 2024, Ms Drummond took on the role of Monbulk's Heart Safe lead, spearheading a community-wide initiative to improve out-of-hospital cardiac arrest survival rates. Her efforts included connecting with 121 local groups, delivering over 15 training sessions, and reaching more than 500 residents with life-saving CPR and automated external defibrillator (AED) education. Under her leadership, Monbulk increased its AED access from 1 to 17 devices and tripled its GoodSAM responder rate. The community graduated as a Heart Safe Community in just eight months, well ahead of the typical two-year timeline.

Ms Drummond's work has had a measurable and lasting impact on both her team and the Monbulk community. Her dedication to education, innovation, and patient care has left an immeasurable impact on the Monbulk community.

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

***Victoria***

**Mr Danny Elbaum**

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

Mr Danny Elbaum has been a steadfast and highly respected member of Ambulance Victoria for over 25 years. Known for his enduring commitment to both paramedic practice and community service, his career reflects a deep dedication to operational excellence, mentorship, and the enhancement of paramedic capability across the organisation.

Having served as the founding operations manager of Chevra Hatzolah Melbourne for over 20 years, Mr Elbaum's leadership is defined by his calm composure, thoughtful approach and ability to foster trust and collaboration among colleagues. He is regularly sought out by peers for guidance on sensitive and complex matters, a testament to the respect he has earned through his integrity and professionalism. His clinical expertise and leadership in high-pressure situations have made a lasting impact on both patients and colleagues.

Mr Elbaum's contributions extend well beyond his clinical and operational duties. He is actively involved in public education, regularly delivering sessions on CPR, first aid, and emergency preparedness to schools, community groups, and local organisations. His outreach efforts have significantly improved community awareness and resilience, reinforcing the vital role of paramedics in public health.

His mentorship has played a pivotal role in supporting new paramedics and strengthening team cohesion. As an active participant of Ambulance Victoria's Peer Support Program, Mr Elbaum offers emotional support and operational guidance to Ambulance Victoria and community emergency response teams responders in times of need.

Mr Elbaum's career is marked by a proactive and hands-on approach to improving paramedic practice and community outcomes. Through his work, he continues to elevate the standards of care and support within Ambulance Victoria and the broader community. His dedication to continuous improvement, inclusivity, and patient care has created a legacy that will endure beyond his years of active service.

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

**Victoria**

**Mr Steven John Grove**

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

Mr Steven Grove has been a dedicated paramedic with Ambulance Victoria for over 34 years, delivering exceptional care across both rural and metropolitan communities. His career has been defined by clinical excellence, leadership, and a deep commitment to patient outcomes. With a strong focus on evidence-based practice, Mr Grove has continually developed his knowledge and skills, ensuring that patients benefit from the latest innovations in pre-hospital medicine.

As the senior team manager of Helicopter Emergency Medical Services 2 and a practicing Mobile Intensive Care Ambulance (MICA) flight paramedic, Mr Grove has spent years operating in some of Victoria's most remote and hazardous environments. His work has taken him into rugged terrain, over open seas, and through extreme weather conditions, often at night and without backup. He brings his advanced clinical skill, sound judgment, and unwavering commitment, which reflect his courage, resilience, and dedication to those in urgent need of care.

Beyond his operational duties, Mr Grove has made a profound impact through community engagement, particularly in Gippsland, where he has built strong partnerships with local ambulance auxiliaries. His grassroots community-driven approach has enhanced support for emergency services and strengthened the overall capacity and resilience of Ambulance Victoria.

As a passionate mentor and educator, Mr Grove continues to invest time and energy into developing the next generation of paramedics. His guidance has helped shape careers in MICA, air ambulance, academia, and leadership, fostering a culture of excellence and compassion across the organisation. His influence has had an incredible and lasting effect on the formation of a generation of personnel, instilling a strong sense of purpose, clinical excellence, and community responsibility.

Mr Grove's career reflects a rare combination of courage, innovation, and service. His contributions have strengthened Ambulance Victoria's capacity to deliver care and have left a lasting legacy across the communities he has served.

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

### ***Victoria***

**Ms Heather Mary Hodgkin, Mitta Mitta VIC 3701**

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

Ms Heather Hodgkin has served as an ambulance community officer (ACO) with Ambulance Victoria since 2005, based at the Mitta Mitta ambulance branch. Her career spans two decades of dedicated frontline service in one of Victoria's most remote and challenging regions, where ACOs are often first on scene for extended periods before paramedic support arrives.

From 2013 to 2023, Ms Hodgkin held the role of ACO team leader, overseeing the operations of the Mitta Mitta branch team. Her leadership extended beyond administration, she was the central point of contact for her team, providing mentorship, conducting medication checks, managing vehicle and equipment logistics, and leading community engagement initiatives. Ms Hodgkin's operational excellence was particularly evident during critical events such as bushfires, floods, and the COVID-19 pandemic, where she demonstrated calm leadership and unwavering support for her team and community. Ms Hodgkin's contributions extend beyond emergency response. She supports her peers and often volunteers her time to work through training assessments with new ACOs, including travelling with staff to gain confidence whilst driving the vehicle.

Embedded deeply in the Mitta Mitta Valley community, Ms Hodgkin regularly checks in on elderly neighbours, liaises with paramedic coordinators about patient welfare, and volunteers her time for local health initiatives. Her compassionate care for aged and palliative patients is widely recognised, including accompanying patients on their final ambulance journeys and providing support to families during emotionally difficult times. Ms Hodgkin's career is a testament to compassionate service, operational excellence, and community leadership.

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

### ***Victoria***

**Mrs Rebecca Lee Veitch, VIC**

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

Ms Rebecca Veitch has been a dedicated advanced life support paramedic with Ambulance Victoria since 2000, serving the Carlton and North Melbourne communities. With a background in critical care nursing, Ms Veitch brought a wealth of clinical expertise to her paramedic role and quickly became a leader in education and community engagement.

As a paramedic educator within the Emergency Medical Response (EMR) program, Ms Veitch has delivered over 7,500 hours of EMR training to over 550 firefighters through the course of her career. Her commitment to education extends to some of the state's most isolated areas, where she has trained approximately 65 remote area nurses across 15 bush nursing centres. Ms Veitch's educational achievements extend beyond first responders and nurses as she plays a pivotal role in the Public Access Defibrillation (PAD) program and the GoodSAM program. She maintains strong relationships with 21 PAD sites and regularly visits locations to ensure automated external defibrillators are operational and staff are confident in their use. She supports GoodSAM by providing follow-ups, debriefings, and peer support after emergency incidents, ensuring responders feel valued and cared for.

Ms Veitch's passion for empowering first responders and everyday Victorians to improve cardiac arrest survival in the communities where they live and work has been a driving force throughout her career. Her enthusiasm and ability to connect with learners have made her a standout educator.

Through these programs, Ms Veitch has trained, empowered, and inspired thousands of Victorians, directly contributing to the improved survival rates from cardiac arrest. Her dedication to education, community care, and frontline support has ensured that bystanders and first responders were trained and ready to provide care when it matters most.

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

### ***Queensland***

**Mr Stephen John Johns**, Eastern Heights QLD 4305

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

Mr Stephen Johns has an extensive history within the Queensland Ambulance Service since commencing with the service in 1985.

Mr Johns has consistently demonstrated clinical excellence, leadership, and an unwavering commitment to patient care throughout a distinguished career. In his current role as a senior operations supervisor, he provides critical operational and tactical oversight, ensuring seamless, effective response across day-to-day ambulance operations. His calm leadership, operational insight, and patient-centred focus continue to enhance the quality and reliability of ambulance service delivery across Queensland.

He recently made a significant contribution to successfully implementing and performing in the new role of director of clinical operations for South East Queensland. Mr Johns has provided high-level leadership in a multitude of significant events in the emergency and disaster management environment including the 2025 Northern Queensland weather events. He recently completed a deployment to Far North Queensland to support the floods. He has participated in both operational and strategic roles in various high-profile events, participated at team level and as the lead in various events requiring high-level decision-making in mission-critical environments.

He has provided excellent role modelling of leadership behaviours and continues to engage significantly in the mentoring and coaching of aspiring and emerging leaders. Mr Johns has an innate ability to adapt to challenges and applies his knowledge and skills to a diverse range of roles and activities from the operational paramedic, supervisor and managerial roles, into the challenges associated with taking the management lead in an operations centre environment.



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

### ***Queensland***

**Ms Susan Rebecca Neale**, Gleneagle QLD 4285

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

Ms Susan Neale has worked consistently in the operational environment for Queensland Ambulance Service, where, as an advanced care paramedic officer, she has responded to a significant number of high acuity incidents and provided expert care in the pre-hospital environment.

Throughout her career, Ms Neale has consistently performed at the highest level in numerous emotionally challenging and often confronting cases. Her calm professionalism and clinical expertise under pressure have earned her the deep respect of her colleagues and the enduring trust of the communities she serves.

Her dedication was exemplified during the recent 2025 Ex-Tropical Cyclone Alfred response. Throughout this incident, she voluntarily amended her work hours and remained at the station to ensure adequate coverage and continuity of care for her community during a time of crisis, reflecting her unwavering sense of duty and her reliability in times of heightened demand.

Ms Neale approaches her work with exceptional compassion, empathy, and dedication to whole-person care. She consistently goes beyond her professional obligations, not only delivering critical medical intervention, but also providing emotional support and dignity to patients and families during their most vulnerable moments. Her steadfast commitment to respectful and comprehensive end-of-life care is particularly commendable.

Beyond her professional duties, Ms Neale donates her time to Ambulance Wish Queensland, a volunteer initiative that fulfills the final wishes of terminally ill patients. Her involvement has provided profoundly moving and meaningful experiences for individuals in their final days, bringing comfort, closure, and joy to patients and their loved ones. Ms Neale has demonstrated an unwavering commitment and dedication to the care, dignity and wellbeing of patients. She has an unmatched compassion for both patients and their families in challenging and often hazardous situations and exemplifies the very best of the ambulance profession and the values of the Queensland Ambulance Service.

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

### ***Queensland***

**Miss Dahleen Joyce Nugent, Millaa Millaa QLD 4886**

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

Miss Dahleen Nugent has an extensive history as an on-road paramedic spanning 37 years with the Queensland Ambulance Service. Since her commencement in 1987, Miss Nugent has experienced all facets of patient care service delivery ranging from positive outcomes of contributing to a life saved, to dealing with significant hazardous and trauma incidents.

Miss Nugent has demonstrated a clear passion and commitment to her patients and to her community in Millaa Millaa, Far North Queensland. As an advanced care paramedic and officer-in-charge, Miss Nugent has responded to highly critical incidents under challenging conditions and provided expert clinical care in the out of hospital environment.

Miss Nugent often responds to highly critical patients as a solo officer and uses her high-level critical thinking and knowledge to analyse and problem solve to determine the best care for patients. She also has experience in emergency management during the many major incidents and disaster events in Far North Queensland over her long and distinguished career.

Miss Nugent is an advocate for rural Queensland, engaging in continuous community activities, supporting local events and advocating for community members in need. She works tirelessly for and has earned the affection and respect of her community by educating community groups, the local primary school and other organisations in topics such as health literacy, community safety and basic first aid. She also maintains supportive relationships with the local Queensland health, police and fire departments.

Miss Nugent demonstrates a commitment and dedication to upholding the highest of professional standards, vigilantly and consistently behaving in a manner that has supported community and organisational standards.

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

### ***Western Australia***

**Mrs Lauren Marie D'Arcy, WA**

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

Mrs Lauren D'Arcy is a dedicated frontline paramedic based at Rockingham Ambulance Station, delivering critical prehospital care. Beyond her operational role, she supports and mentors colleagues, has lectured paramedicine students at university, and is a trusted guide for junior officers on-road.

Known for her professionalism under pressure, Mrs D'Arcy remains calm in challenging and often dangerous situations, ensuring the safety of both her crewmate and patients. She is highly regarded among peers for her proactive approach and unwavering commitment to both her profession and the broader community.

A passionate advocate for inclusivity, Mrs D'Arcy has dedicated significant personal time and resources to promoting the use of Australian Sign Language (Auslan) within St John WA. She regularly teaches Auslan, often using her own leave and finances to support training sessions, create materials, and provide refreshments. Her aim is to ensure those with hearing loss are not excluded from quality healthcare and to empower paramedics with tools to communicate more inclusively. Mrs D'Arcy views her colleagues at St John WA as an extended family and is committed to breaking down barriers for patients with hearing challenges. Her respect for all individuals, regardless of background or ability, underpins her inclusive approach to care. Her efforts have led to the successful introduction of the Convo application—a real-time video interpreting service for deaf patients—making St John WA the first Australian ambulance service to implement this innovation.

Alongside her work with St John and her teaching, Mrs D'Arcy also serves in the Australian Defence Force, further highlighting her dedication to service. Her commitment has had a lasting impact on both her peers and the wider community, promoting inclusive healthcare and elevating communication standards across the service.

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

### ***Western Australia***

#### **Mr David Alexander Emerson**

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

Mr David Emerson has been with St John WA since 2011, progressing from student ambulance officer to clinical lead in 2025. His journey through roles including ambulance paramedic, clinical support paramedic, and clinical hub lead reflects a consistent commitment to frontline care and clinical excellence.

With a background in registered nursing, Mr Emerson fosters a culture of patient-centred care and knowledge-sharing. Since becoming a senior clinician in 2019, he has guided countless officers with expertise and compassion. From 2021 to 2024, he led the clinical support paramedic (CSP) team with dedication, especially on blue and red category work shifts, building a strong and resilient group capable of delivering advanced clinical care both on-road and remotely via the State Operations Centre.

Mr Emerson recognised that quality patient care starts at the 000 call. He personally funded training in the Medical Priority Dispatch System (MPDS), including travelling to the United States to become an MPDS instructor. He then trained all new CSPs, enhancing their decision-making during critical incidents. His work on the Dispatch Review Committee further improved the accuracy of MPDS coding and prioritisation, directly impacting patient outcomes by ensuring appropriate and timely resource allocation. He also worked closely with State Obstetrics Referral Call to improve childbirth instructions provided during emergency calls, contributions now influencing international protocols.

Following the tragic death of a colleague in 2023, Mr Emerson was a pillar of support for his team, particularly on red category work shifts. He conducted welfare checks and helped staff navigate their grief with empathy and steadiness. Now operating the clinical lead car on blue category work shifts, Mr Emerson continues to model excellence. His clinical knowledge, leadership, and heartfelt commitment have made a lasting impact on the organisation, the community, and the paramedics he mentors every day.

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

### ***South Australia***

**Mrs Sandra Joy Gutsche**, Yorketown SA 5576

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

Mrs Sandra Gutsche has 24 years of exceptional service to the Yorke Peninsula community and SA Ambulance Service (SAAS). Mrs Gutsche is a volunteer ambulance officer at Yorketown Ambulance Station, providing frontline ambulance services to her local community. In her role as Yorketown volunteer team leader since 2011, she has mentored countless volunteers, coordinated training and led her team through emergencies ranging from multi-casualty road accidents to large-scale bushfires.

Mrs Gutsche's leadership was critical during the 2019-20 Lower Yorke Peninsula bushfires, when she monitored the health of 150 firefighters, even while her own property was under threat. In 2024, Mrs Gutsche received commendations from SAAS and SA Police for her courage and professionalism in a high-risk mental health incident.

Mrs Gutsche has also strengthened the sustainability of ambulance services in the region by championing volunteer recruitment and retention, and community engagement. Her dedication, leadership and compassion have made an enduring impact on the Yorketown community, her fellow ambulance volunteers and SAAS.

Mrs Gutsche's willingness to juggle the demands of family, farming and ambulance service is a testament to her extraordinary dedication and community spirit. She is an inspiration to those around her and has established a legacy that will benefit her community for many years to come.

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

### ***South Australia***

**Mr Kieran Dominic Johnson, Renmark SA 5341**

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

Mr Kieran Johnson has over 24 years of exceptional service to the Riverland community and SA Ambulance Service (SAAS). From his humble beginnings as a casual ambulance officer in the Riverland, Mr Johnson has been in many frontline roles in the region including as an intensive care paramedic, clinical team leader in Renmark, and is qualified in SAAS Remote to provide assistance via rope rescue work.

It was during the Riverland flood emergency that his outstanding leadership shone through. He led the complex evacuation of 17 aged care residents from Renmark under high-stress and high-stakes conditions all while his own home was under threat from floodwaters. Further, he initiated local flood-awareness training, co-developed a swift-water safety package, and advocated for Personal Flotation Devices for all Riverland crews.

Mr Johnson is widely respected for going above and beyond his professional duties to support both his local area and the broader South Australian community. His deep personal and professional commitment to the Riverland community has been consistently demonstrated through exceptional operational leadership, voluntary service, and an enduring focus on improving community outcomes, especially during times of crisis.

Mr Johnson's contributions are not defined by a single achievement, but by years of sustained, impactful service across clinical, educational, operational, and community domains. His selflessness, resilience, and leadership have left an enduring legacy across the Riverland and South Australia.

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

### ***Northern Territory***

**Mr Aaron Shaun Brooks**, Darwin NT 0830

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

Mr Aaron Brooks commenced service with St John Ambulance Australia (SA) as a cadet in 1998 progressing to the adult division and gaining early clinical and leadership experience. Since transferring to the Northern Territory (NT) in October 2009 he has balanced professional paramedic duties as a frontline clinician, operational leader and mentor to staff, with exceptional volunteer leadership.

Continuing to serve as a qualified paramedic in excess of 15 years, Mr Brooks has undertaken numerous leadership and management positions across the NT, including leadership roles in impact events during his career, such as COVID-19 and cyclone events. He has always provided exceptional patient-focused care, clinical professionalism, operational excellence, strong community engagement and a sustained commitment to developing others.

Most recently, Mr Brooks has played a pivotal role in the implementation of the new Territory deployment manager position. Designed to directly support staff in operational service delivery and provide clinical support and guidance to on-road clinicians, this role has provided significant benefits to staff wellbeing and operational capacity. Mr Brooks's leadership in relation to this role has been instrumental in enhancing the organisation's ability to manage staff welfare particularly in the critical area of fatigue management while demand for ambulance services has reached significant and at times unprecedented levels.

By facilitating processes that prioritise staff support, Mr Brooks has supported service resilience, improved operational decision-making, and fostered a sustainable balance between the ongoing demand of service delivery and the health of frontline crews. He has tirelessly worked to reinforce strong, respectful relationships with key stakeholders, including the Northern Territory Police, Department of Health, CareFlight and the Royal Flying Doctor Service, ensuring seamless inter-agency cooperation.

Mr Brooks's leadership has strengthened operational capability in NT communities, fostered public trust, inspired youth and cadets to pursue clinical careers, enhanced volunteer integration into ambulance operations, and provided caring and professional support to patients and paramedics across the NT.

## **Emergency Services Medal (ESM)**

### ***Commonwealth***

#### **Commissioner Brenton James Charlton**

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

Commissioner Brenton Charlton commenced his role with VRA Rescue NSW on 7 February 2023 and has since driven rescue efforts, strategic leadership, and major organisational reforms to strengthen support for regional and rural communities. Under his leadership, VRA Rescue NSW mobilises more than 1,374 volunteers who provide 24/7 emergency response across NSW.

Commissioner Charlton has prioritised training, management and education, addressing critical capability gaps by introducing new programs in breathing apparatus and confined space rescue, and by rolling out 21 remotely piloted aircraft systems to squads across NSW for inland water and missing persons searches. He has also advanced specialist capabilities through the establishment of two new General Land Rescue units at Manilla and Collarenebri, the Sydney State Rescue Group, and bringing the VRA Search and Rescue Dog unit to operational status, including a unique on-water search program funded under the NSW Government's Flood Rescue Enhancement Program. He has strengthened interagency training by leading large-scale multi-agency exercises, including the heavy industrial rail rescue exercise in Dubbo, an agricultural machinery rescue exercise at Burren Junction, and an agricultural rescue symposium in Leeton. These initiatives have brought together agencies and subject matter experts to improve interoperability and response to complex emergencies.

On the management front, Commissioner Charlton has implemented a new organisational structure, appointing five regional operations managers and a manager for people, safety and culture, with specific responsibility for work health and safety, psychosocial hazards, and volunteer wellbeing. He has introduced a centralised uniform and personal protective equipment supply system, secured new flood rescue capability through government funding, and fostered stronger relationships with other agencies. Commissioner Charlton brings high energy and high-performance expectations to his role, inspiring others to follow his lead. His reforms have strengthened community confidence in VRA Rescue NSW and ensure that volunteers are better trained, supported, and equipped to deliver essential rescue services across the state.



## **Emergency Services Medal (ESM)**

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

#### **Ms Juliana Katharine Garancsi**

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

Ms Juliana Garancsi commenced volunteer service with the New South Wales State Emergency Service (NSW SES) in August 1980 and has been an NSW SES staff member since 2019. Ms Garancsi is the zone operational readiness officer for the Metro Zone and is the local commander of the Central Cluster in the Metro Zone.

Ms Garancsi has devoted over 45 years to the NSW SES and the communities of NSW. Throughout Ms Garancsi's tenure as a volunteer, she has held key operational roles including deputy unit commander from 1980 to 2014, unit commander from 2013 to 2018, community engagement officer from 2015 to 2024 and has been serving as the local commander since 2019.

Ms Garancsi's service spans critical incidents and complex operations, from the 1989 Newcastle earthquake, the widespread flooding events of 2021–2023 and Tropical Cyclone Alfred in 2025. In addition, Ms Garancsi has led the volunteer response to several other major events with dedication, operational competence and community focus. Notable events include the Bankstown and Auburn hailstorm in 1990, the Thredbo landslide in 1997, the Sydney eastern suburbs hailstorm in 1999, the east coast low in 2015, and the 2019–2020 bushfires.

Throughout Ms Garancsi's tenure her quick decision-making and ability to work under pressure have been instrumental in supporting successful responses to major weather events as part of incident management teams. Under her leadership and guidance, she has built new leaders and led multi-unit operations, ensuring effective command structures and readiness. Ms Garancsi's service as a volunteer and staff member reinforces her strategic and operational insight. Her passion for educating communities about emergency preparedness and safety continues by regularly participating in community programs which continue to strengthen the relationship between the NSW SES and local community members, fostering trust and collaboration.

## **Emergency Services Medal (ESM)**

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

**Ms Tracey Sabrina Hare-Boyd**, Balgowlah NSW 2093

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

Ms Tracey Hare-Boyd has dedicated her surf lifesaving career to providing exemplary frontline, operational, and leadership support within the Sydney Northern Beaches Branch (SNB) and at a national level as the current Chair of Education for Surf Life Saving Australia. Ms Hare-Boyd's meritorious service spans a wide range of frontline and senior leadership roles, including leading the review and implementation of critical training initiatives such as Surf Life Saving Australia (SLSA) awards in bronze medallion, patrol captain, and inflatable rescue boat courses.

Throughout her tenure, Ms Hare-Boyd has demonstrated unwavering dedication, commitment, and passion for surf lifesaving, contributing significantly to the operational excellence of SNB services and the safety of SNB communities. Her roles have included trainer, assessor, facilitator, patrol captain, duty officer, after hours duty officer, as well as various executive positions at both club and branch levels.

Serving over 2,300 volunteer patrol hours and countless additional hours in education, administration, and after-hours emergency response, Ms Hare-Boyd exemplifies commitment to her colleagues, the community, and the development of surf life savers nationwide. In her capacity as a surf lifesaving SNB duty officer and after-hours call-out duty officer, Ms Hare-Boyd has been instrumental in coordinating and responding to numerous critical incidents across the Sydney Northern Beaches, including major rescues, resuscitations, and search and rescue operations in collaboration with other emergency services. Over the past five years, she has overseen more than 100 out-of-patrol-hour search and rescue operations, demonstrating exceptional leadership.

In April 2022, Ms Hare-Boyd was a forward commander and coordinated two successful CPR rescues at Warriewood and North Palm Beach on the same day, providing leadership and support to these major incidents. Ms Hare-Boyd's significant contributions to surf lifesaving, her extensive service in hazardous conditions, and her outstanding achievements highlight her distinguished career in surf lifesaving.

## **Emergency Services Medal (ESM)**

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

**Ms Nicole Catherine Lockie**, Elanora QLD 4221

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

Ms Nicole Lockie has given meritorious service to the NSW community as a volunteer of Marine Rescue NSW (MRNSW) Point Danger unit. Ms Lockie joined the Volunteer Rescue Association (VRA) Marine Division (a precursor to Marine Rescue NSW) in 1995. She devoted six years, from 2005 to 2011, to volunteering with Volunteer Marine Rescue (VMR) Queensland at the Currumbin unit before returning to MRNSW where she continues to serve to this day.

Throughout her service with MRNSW, Ms Lockie has been held in the highest regard by her fellow members. She has an enduring commitment to the mission of MRNSW but also, just as importantly, her commitment to the safety, welfare and support of her fellow volunteers at the Point Danger unit. As one of the few female MRNSW coxswains, Ms Lockie has recorded hundreds of hours of sea time. She makes herself available around the clock to respond to emergencies on the water, personally conducting numerous rescue missions, often in dark and dangerous conditions. Notable rescues include the 2017 rescue of a stricken trawler off Tweed Heads in what was a challenging and high-risk rescue. More recently, Ms Lockie recorded the most rescues in one day as the skipper, with her rescue vessel performing seven separate rescues, three offshore and four inshore, a new record for the Point Danger unit.

Ms Lockie is a leader and role model for female volunteers with MRNSW. In November 2021, she was part of the first MRNSW all-female crew for the commissioning of Point Danger 31. To this day, Ms Lockie is one of the longest-serving operational female coxswains within MRNSW and has shown overwhelming dedication to her volunteer duty, and a commitment to saving lives on the water.

## **Emergency Services Medal (ESM)**

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

**Mr Jamie Stoddart**, Tweed Heads NSW 2486

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

Mr Jamie Stoddart commenced his volunteer service with VRA Rescue NSW in 2003 as a rescue operator with the Tweed District Rescue Squad. Over more than 20 years of continuous service, Mr Stoddart has held a series of roles, including deputy captain from 2010 to 2023 and his current role as a squad captain since 2023. Throughout his career, Mr Stoddart has responded to hundreds of emergency incidents including road crash rescues, vertical rescues, land searches, storm and flood responses, and general rescue operations. His experience in these demanding operational roles has shaped him into a highly respected leader and mentor within VRA Rescue NSW.

As a squad captain, Mr Stoddart oversees all aspects of squad operations, including member welfare, training programs, operational planning, and liaison with other emergency services. Despite these leadership responsibilities, he remains actively engaged in frontline response, leading his team during high-risk rescues and community emergencies such as the 2019–2020 Black Summer bushfires and Tropical Cyclone Alfred. His leadership and operational capability were particularly evident during the recent severe weather events affecting the Northern Rivers region, where he coordinated complex flood and storm responses, ensured effective inter-agency collaboration, and maintained his team's safety and operational effectiveness under hazardous conditions.

In addition to his operational excellence, Mr Stoddart has contributed significantly to the development and sustainability of the Tweed District Rescue Squad. His dedication to mentoring and training new members has ensured that the squad remains highly skilled, resilient, and prepared for the future. His efforts to foster a culture of teamwork, professionalism, and safety have left an enduring positive impact on both the organisation and the community it serves. He has served VRA Rescue NSW and the wider Tweed community with distinction, ensuring the safety and wellbeing of countless people through his outstanding service.

## **Emergency Services Medal (ESM)**

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

**Mr Michael David Ward**, Port Macquarie NSW 2444

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

Mr Michael Ward joined the New South Wales State Emergency Service (NSW SES) in December 2002, commencing his service with the Ryde Unit before transferring to the Port Macquarie Unit in 2005. Mr Ward's leadership journey began as a team leader. He then served as the Port Macquarie Unit training officer from 2007 to 2011, followed by his appointment as a deputy unit commander from 2011 to 2017 and a unit commander in 2017, a role he held for six years. Mr Ward is a highly skilled and versatile emergency responder and is currently serving as the senior leading operator with the Port Macquarie Unit.

Throughout his service, Mr Ward has consistently demonstrated exceptional leadership and operational excellence during complex, multi-agency emergency responses. As a unit commander, Mr Ward led his team through numerous high-impact events, including major flood operations in 2011, 2013, 2021, and 2025, a significant hailstorm in November 2022, and a destructive microburst in February 2023. In addition to local operations, Mr Ward has responded to numerous out-of-area significant weather events, having deployed to the Hunter storms in 2007, Cyclone Yasi in 2011, and the Hastings floods in 2013. He played a key role in the 2019–2020 bushfire response, coordinating evacuations and logistical support, and served as an in-water flood rescue operator during the 2022 Northern Rivers floods.

Mr Ward's passion for sharing knowledge has had a profound impact on the training and development of rescue operators across the service. He has mentored countless members, inspiring professionalism and excellence in storm, flood, and rescue operations. He has played a pivotal role in coordinating and delivering workshops and exercises in road crash rescue, flood rescue, and vertical rescue, significantly contributing to the operational readiness of the broader emergency services.

## **Emergency Services Medal (ESM)**

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

**Mr Joel Brendon Wiseman, ACT**

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

Since Mr Joel Wiseman joined Surf Life Saving NSW (SLSNSW) in 2003, he has contributed more than 22 years in the organisation's frontline and strategic roles, including as a Yamba Surf Life Saving Club (SLSC) call-out rescue operator, duty officer, state director of lifesaving and deputy president SLSNSW. Across lifesaving, rescue services, surf sports, education and member services, he has led transformative initiatives that have strengthened safety, capability and resilience statewide.

Mr Wiseman has held key incident management roles, including as the incident commander for SLSNSW during the 2019 Black Summer bushfires, operations officer in the 2024 North Coast floods, and as a State Emergency Operations Centre liaison officer in 2025. In these roles he provided intelligence, resource coordination and inter-agency collaboration for a state-based response. As a duty officer at state branch levels from 2015 to 2019, Mr Wiseman coordinated significant operations, including the 2018 mass-rescue at North Cronulla, where 35 lifesavers saved over 50 swimmers after a sand-bank collapse, demonstrating decisive command under extreme pressure.

Mr Wiseman has designed and delivered state and branch training programs that have qualified hundreds of lifesavers. He also pioneered new safety service models for surf sport events, which have since been adopted as national best practice. Mr Wiseman's record of frontline service, matched by his vision and diplomacy, has enabled effective collaboration with the NSW Police Force, NSW State Emergency Service, Fire & Rescue NSW and government agencies during multi-hazard emergencies. His selfless commitment, exceeding 12,000 volunteer hours, has saved countless lives and substantially enhanced emergency service preparedness for coastal and inland communities alike.

Mr Wiseman's leadership and continuous dedication to emergency management, the development of the Surf Life Saving Emergency Management Framework and contributions to surf lifesaving and frontline emergency management underscore his unwavering commitment to serving the community and upholding the values of Surf Life Saving NSW.

## **Emergency Services Medal (ESM)**

### ***Victoria***

**Ms Dianne Maree Dale**, Gisborne VIC 3437

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

Ms Dianne Dale has been a volunteer with the Victoria State Emergency Service (VICSES) since 2003. She has served in many important frontline roles with the Gisborne Unit and the Central Region Unit. Ms Dale currently volunteers as an operational crew member and a leader in peer support. Over 22 years, Ms Dale has taken part in more than 2,200 emergency responses, including major floods, storms, road crash rescues, and bushfires. In 2022, she led a large multi-agency response during the Murray River floods in Echuca as the divisional commander, coordinating over 100 emergency workers from VICSES, Country Fire Authority, Forest Fire Management Victoria, Life Saving Victoria, the Australian Defence Force, and local government. Ms Dale ensured efficient coordination, communication, and safety outcomes under extremely challenging conditions. In November 2024, she used her specialist skills in road crash rescue to help at a serious accident involving a childcare centre, where she also provided emotional support to those affected.

Ms Dale is also well known for her work supporting the mental health and wellbeing of volunteers. She has developed training and led programs to help emergency workers cope with the stresses of their demanding roles. During the COVID-19 pandemic and recent flood responses, she helped many volunteers manage the emotional challenges they faced. Ms Dale's strong leadership, many years of working in difficult and dangerous situations, and dedication to caring for others highlight her outstanding contribution to emergency services in Victoria. Her service has helped keep communities safe and supported emergency volunteers across Victoria for over two decades.

## **Emergency Services Medal (ESM)**

**Victoria**

**Mr George Haitidis, VIC**

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

Mr George Haitidis has been a dedicated operational member of the Victoria State Emergency Service (VICSES) for nearly 20 years. He joined the Monash Unit in July 2005, quickly demonstrating his passion for the service and a strong commitment to becoming part of the Unit Management Team. In January 2008, he was appointed as the section leader, and later that same year, he successfully stepped into the role of the unit controller and officer in charge when the position became vacant.

Mr Haitidis is a highly trained and experienced land based swift water specialist, being deployed locally and across the state, in both preparedness and operational response to rescue communities trapped in and by floodwaters. His leadership during the Maribyrnong floods in 2023 was critical to the rescue of people trapped by the rapidly rising waters. Mr Haitidis was also instrumental in rescuing nine residents trapped in their houses during the October 2022 flooding.

Mr Haitidis's unwavering care for volunteers, both within the Monash Unit and across VICSES has profoundly impacted many lives. His mental health initiatives, including training programs with the Emergency Service Foundation, have provided volunteers with the tools to manage the psychological effects of emergency service work. His mentorship and personal support, whether for volunteers facing difficult circumstances, navigating leadership transitions, or just coping with life's challenges, solidify his reputation as someone who truly leads with heart and purpose.

As a trained divisional commander, Mr Haitidis has overseen the coordination of multiple VICSES units during large-scale storm operations, playing a critical role in response efforts. His contributions extend beyond the Monash Unit. He has been a key figure in operations and leadership across the broader emergency service. Mr Haitidis exemplifies dedication, expertise, and calmness under pressure. His life-saving actions, exceptional service, and unwavering support for his colleagues embodies the highest standards of emergency service.



## **Emergency Services Medal (ESM)**

### ***Victoria***

**Mr Tony Marchesani**, Blairgowrie VIC 3942

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

Mr Tony Marchesani has displayed exceptional service, dedication, and leadership as a volunteer with Marine Search and Rescue, Southern Peninsula Rescue Squad and the Sorrento Unit of the Victoria State Emergency Service (VICSES). He has contributed over 20 years of distinguished service, with 2,500 hours as a master of a dedicated marine search and rescue vessel and over 2,600 VICSES jobs. Mr Marchesani has held numerous operational roles with both Southern Peninsula Rescue Squad and Sorrento State Emergency Service, including search and rescue helicopter volunteer crew, search and rescue vessel operations manager, marine search and rescue training officer, committee member of the Southern Peninsula Rescue Squad and deputy controller of the Sorrento Unit. His contributions have been pivotal in advancing rescue techniques, fostering inter-agency collaboration, and enhancing operational readiness for both organisations.

A passionate advocate for innovation, training and community support, Mr Marchesani has developed new marine search and rescue techniques, remote area search and rescue strategies and road crash recovery techniques. His leadership during high-profile marine and land incidents, including the 2022 search and rescue of missing paddle boarders on Port Phillip Bay and the recovery of sea pilots at The Rip in Port Phillip Bay Heads, which are some of the most dangerous waters in the Southern Hemisphere, in challenging sea conditions at night, exemplifies his skill and dedication.

Mr Marchesani has participated in more than 600 marine rescue incidents, and over 2,600 VICSES operations, including Port Phillip Bay rescues, Bass Strait rescues, and vehicle crash recovery incidents. He has led training initiatives that have elevated Marine Search and Rescue and VICSES capabilities. His mentorship and advocacy for continuous improvement have left an enduring legacy within Marine Search and Rescue, Southern Peninsula Rescue Squad and the Victoria State Emergency Service.

## **Emergency Services Medal (ESM)**

### ***Victoria***

**Mr Kane Kevin Treloar, VIC**

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

Mr Kane Treloar has provided significant and sustained service to Life Saving Victoria and the Victorian community in the area of drowning prevention over a number of decades. He has provided exceptional leadership in the expansion of high-quality lifesaving services right across Victoria. Mr Treloar's work has established strong and significant partnerships that have significantly lifted Life Saving Victoria's profile in the emergency management space.

As an active lifesaver and the volunteer director of Lifesaving Services, Mr Treloar has significantly increased the capacity for Life Saving Victoria to respond to aquatic-related emergencies across the state. He has made a significant contribution to the enhancement in capability of Life Saving Victoria's rescue helicopter, implemented aerial intelligence gathering and doubled the number of rescue watercraft sites. This significant uplift has doubled the number of operational taskings Life Saving Victoria has been able to respond to in the last 5 years.

Mr Treloar has used his experience to significantly enhance Life Saving Victoria's profile in the emergency management space, developing the program that saw Life Saving Victoria have representation in the State Control Centre for the first time. He played a significant role in establishing the framework and structure used by Life Saving Victoria to respond to the 2022 Victorian floods, involving the deployment of over 50 Life Saving Victoria members to the flood zone to work alongside emergency partners.

Mr Treloar's distinguished and sustained service to the Victorian community has seen significant enhancements in lifesaving services available to Victorians, providing a safer aquatic environment. Mr Treloar's leadership has had a significant impact on the ability of Life Saving Victoria to work effectively with partner agencies, and on being viewed as a trusted partner in the wider emergency sector. Mr Treloar's service to the community over two decades has significantly enhanced the responses to aquatic related death and injury across Victoria.

## **Emergency Services Medal (ESM)**

### ***Queensland***

**Mrs Dannielle Leigh Bull**, Boonah QLD 4310

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

Since 2006, Mrs Dannielle Bull has shown outstanding leadership and sustained commitment to frontline emergency management. Her leadership and expertise were critical in managing the Queensland State Emergency Service (SES) response to the North Queensland floods in February 2025 and the devastation caused by ex-Tropical Cyclone Alfred in March 2025. As the incident controller during the North Queensland floods and the regional coordinator in response to ex-Tropical Cyclone Alfred, Mrs Bull led high-risk SES operations in hazardous conditions, ensuring the safety of communities across vast regions. Her decisions under pressure directly contributed to the protection of lives and property in some of the most challenging operational environments faced by the SES.

A highly experienced SES volunteer, Mrs Bull has served in diverse frontline roles including field operations member, group leader, and local controller. While maintaining active involvement in field operations, Mrs Bull currently serves full-time as an area controller and acts as a regional director when required. Her work routinely places her on the ground during emergency incidents and complex land search activations, where she collaborates closely with police and other emergency services.

Mrs Bull is co-founder of the Scenic Rim Mountain Goats, a specialised SES land search unit operating in rugged and remote terrain. Under her leadership, the unit completes up to 50 deployments annually and has advanced search-and-rescue capabilities through rigorous fitness training and the adoption of drone technology. Her operational innovation and dedication have significantly enhanced the capacity of the SES to respond to emergencies across South East Queensland.

In addition to her emergency response work, Mrs Bull has contributed hundreds of hours supporting Queensland Police Service land search operations across multiple jurisdictions. Her hands-on service, strategic insight, and unwavering commitment to public safety exemplify the highest standards of emergency service. Her leadership continues to set benchmarks for Queensland SES operations statewide.

## **Emergency Services Medal (ESM)**

### ***Queensland***

**Ms Jennifer Ann Crump**, Taigum QLD 4018

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

Ms Jennifer Crump has been a dedicated volunteer with the Queensland State Emergency Service (SES) since 2006, contributing nearly two decades of committed frontline service. She currently serves as a group leader, unit trainer, and unit duty officer within the Brisbane City Unit. Ms Crump has demonstrated exceptional operational leadership, particularly during major events such as the Brisbane floods, Ex-Tropical Cyclone Alfred, Tropical Cyclone Debbie, the 2019 North Queensland floods, and the 2025 North Queensland severe weather event. She also supported major public safety operations during the 2017 G20 Summit and the 2018 Commonwealth Games.

A passionate trainer, Ms Crump plays a critical role in building the capability of SES personnel. She has delivered training for over 11 years, including for high-risk SES functions, often volunteering outside her region to ensure statewide member competency. Her selfless commitment has earned peer recognition for both her training delivery and operational leadership. Ms Crump has served as a group leader since 2019, remains an active duty officer and leads the Northern Monday Group with unwavering leadership and dedication. In addition to her operational and training roles, she contributes at a governance level, serving on both state and national emergency services volunteer associations, including serving as the national treasurer for the Australasian Institute of Emergency Services.

Ms Crump has made a significant and outstanding contribution to the SES through her commitment to frontline service, exceptional leadership during emergency incidents, and dedicated support programs for volunteers. Her dedication to supporting SES members' welfare and motivation, combined with her reliable commitment to training and operations, underscore her exceptional contribution to both the Queensland SES and the Queensland community.

## **Emergency Services Medal (ESM)**

### ***Queensland***

**Ms Amanda Lee Johnson**, Nanango QLD 4615

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

Ms Amanda Johnson has dedicated over 16 years to the Queensland State Emergency Service (SES), serving on the frontline of some of the state's most challenging emergencies. Her operational experience is extensive and includes flood and swift water rescues, storm damage response, search and rescue for missing persons, incident management, and the recovery of deceased individuals.

As a qualified flood boat operator, Ms Johnson has been regularly deployed into high-risk flood zones to perform life-saving rescues, evacuate residents and conduct welfare checks, often in hazardous conditions involving fast-moving water, low visibility, and unstable terrain. Her calm leadership, sound judgment, and operational skill have been critical in these situations. Ms Johnson has also played a vital role in storm damage response following cyclones, hailstorms, and severe wind events. Her duties include clearing fallen trees, securing damaged roofs, stabilising structures, and preventing further harm to life and property. These tasks are physically demanding, often conducted in dangerous conditions and over extended periods.

In search and rescue operations, Ms Johnson has contributed to complex land and water-based missions requiring strong navigation, endurance, and teamwork. She has carried out numerous body recoveries under deeply confronting circumstances, where her professionalism and compassion have earned the respect of her peers and partner agencies.

In her current role as the deputy local controller for training, Ms Johnson has played a vital role in strengthening frontline capability. She is highly experienced in incident management and regularly supports the coordination of large-scale responses through planning, logistics, and operational decision-making. Ms Johnson continues to train regularly, participate in inter-agency exercises, and enhance capability across the SES. She is recognised for her sustained excellence, resilience in confronting situations, and dedicated service to the Queensland SES and the Queensland community.

## **Emergency Services Medal (ESM)**

### ***Western Australia***

**Mr Gregory Maurice Cook**, Canningvale WA 6155

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

Mr Gregory Cook has been an active disaster volunteer and a leading force in training and advocacy of emergency services through his dedication to Western Australian communities for the past three decades. Mr Cook's leadership of the State Emergency Service Volunteers Association (SESVA) has significantly advanced the organisation and governance of volunteering across the state.

Mr Cook has volunteered in the State Emergency Service of Western Australia (WA SES) in a number of locations within Perth and northern Western Australia since 1996. He has served the community in many different roles, from frontline response to regional emergency services management. Mr Cook was at the frontline at Cyclone Yasi in 2011, the South Australian floods in 2016, Tropical Cyclone Alfred and Cyclone Zeila 2025.

Mr Cook's history of active frontline service is complemented by his commitment to bettering the lot of other volunteers. Through his leadership role in the SESVA, Mr Cook works hard to promote the interests of volunteers. He mentors the next generation of leaders as a trainer assessor in team leader and local manager courses. He has also passed on his knowledge to a number of groups, including the Western Australian State Management Committee, Response Policy sub-committee and the Department of Fire and Emergency Services consultative committees.

At the forefront of his contribution to these roles is Mr Cook's determination to enhance the protection of his colleagues on the frontline and the safety of his fellow Western Australians. Mr Cook is not only a technical expert but also an exceptional communicator, with the ability to convey complex information in an understandable and relatable manner. This is one of his greatest strengths.

## **Emergency Services Medal (ESM)**

### ***Western Australia***

**Mr Mark Daniel Geary**, Mount Richon WA 6112

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

Mr Mark Geary showed an aptitude for disaster response early in his volunteer career through his ingenuity and outstanding ability to calmly assist people in highly distressing situations. Mr Geary has been a stalwart of the Gosnells Unit of the State Emergency Service of Western Australia (WA SES) over the past 28 years, serving in a variety of support and leadership roles. He has also answered the call to volunteer for service in deployments around Western Australia and interstate.

Mr Geary has helped hundreds of people at major historical emergencies, including Tropical Cyclone Seroja in 2021, the Victorian hail emergency in 2010 and the Moora floods in 1999. Mr Geary was in his early 20s and relatively inexperienced during the Moora floods, in which 2,000 homes and businesses were flooded. Mr Geary quickly showed his aptitude for emergency situations, calmly rescuing many distressed people from their flooded homes. His dedication to community safety has not waned since then.

Mr Geary took on the team leader role for the storm damage team deployed to Northampton, one of the areas most severely impacted by Tropical Cyclone Seroja. He swiftly assessed the situation and formulated a comprehensive response plan for his team. A key aspect of Mr Geary's leadership during the response was his mentorship of less experienced team members, many of whom were on their first significant deployment. He guided them through various challenges, enabling the team to successfully complete numerous requests for assistance and allowing the community to take the first step on the road to recovery.

Mr Geary is qualified as a WA SES trainer in the skills of storm damage operations, roof safety systems, land search, category 1 urban search and rescue, on-road driving and basic general rescue. He serves as a trainer in regional training, quite often investing his personal time building the capability of WA SES volunteers.

## **Emergency Services Medal (ESM)**

### ***Western Australia***

**Mr Andrew Matraszek, WA**

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

A 22-year veteran surf lifesaver, Mr Andrew Matraszek was the weekend duty officer on 16 October 2011, when hundreds of rescues took place on a day of treacherous conditions at Scarborough and Trigg beaches. On the day, the Surf Life Saving WA State Emergency Response Team and Scarborough Surf Life Saving Club members dealt with repeated mass rescues of up to eight people at a time. Mr Matraszek closed the beach several times, enabling rescuers to deal with resuscitations and restoring order to allow people to safely re-enter the water. He demonstrated exceptional skills in managing one of the busiest-ever days at Scarborough beach, resulting in the successful rescue of more than 300 people, with no lives lost.

As a senior team leader of the State Emergency Response Team (ERT) he has been involved in many search, rescue and recovery operations, along with training new recruits to the ERT and WA Water Police training exercises. His expertise has been vital not only to many emergency incidents but also the advancement of rescue watercraft search techniques. Over more than two decades Mr Matraszek has honed his skills as a rescue water craft operator and has regularly been called on to support WA Water Police in search and rescue and recovery operations.

Mr Matraszek continues his active rostered patrol duties as a patrol captain at Scarborough and has maintained his proficiency as a trainer and senior assessor in the Bronze Medallion course, Inflatable Rescue Boat and Rescue Water Craft operations and continues to develop new members into these roles.



## **Emergency Services Medal (ESM)**

### ***Western Australia***

**Mr Donald Brett O'Leary, WA**

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

In his 37 years dedicated to volunteer emergency services, Mr Donald O'Leary has helped thousands of people in distress in Western Australia. He has served the community in some of the state's biggest recent weather emergency events, including Tropical Cyclone Seroja in 2021 and Tropical Cyclone Zelia in 2025. Mr O'Leary's service record includes a continuous membership of the State Emergency Service of Western Australia (WA SES) and he is currently a deputy team leader with the State Wide Operational Response Division.

In his many roles, Mr O'Leary has been on the frontline of emergency support, in situations of flood rescue and vertical rescue disaster recovery. He has conducted missing persons searches in dangerous environments, including the asbestos-riddled former mining and processing plants in Wittenoom. He undertook a four-week deployment to provide extensive logistics to support a remote camp for the burn program near Cocklebiddy on Eyre Highway, which is a key transport route for the state.

Mr O'Leary has also been an active contributor to community safety education as a member of the WA SES Display Team, showcasing abseiling and vertical rescue techniques as part of the WA National Disaster Rescue competition team. He has even provided a response to major road crashes when he came across the scenes when off duty. More recently, Mr O'Leary's initiative at the Bayswater Unit to totally remodel a caravan chassis from the ground up into a mobile kitchen paid huge dividends in the welfare and wellbeing of first responders.

## **Emergency Services Medal (ESM)**

### ***Western Australia***

**Mr David John Thomson, WA**

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

Surf lifesaver Mr David Thomson has been protecting lives along the WA coast for well over 20 years as a patrol member and patrol captain. Mr Thomson is a distinguished leader among the highly skilled surf lifesavers who accomplish hundreds of rescues a year at one of Perth's most dangerous beaches. He is also a long-serving team leader with the Surf Life Saving WA (SLSWA) Emergency Response Team (ERT). His experience and leadership have been vital in successfully managing many crisis incidents and rescue operations.

As a highly proficient rescue watercraft (RWC) operator and inflatable rescue boat (IRB) operator, Mr Thomson has been called to frontline service with WA Water Police and the ERT at numerous emergency incidents. Mr Thomson instigated and developed a method of towing divers by jet ski which has become a standard technique in rescue and recovery operations. He continues to lead patrols as well as training and assessing IRB and RWC awards for SLSWA and a number of coastal clubs.

Mr Thomson was among the initial group who introduced white-water search capabilities and is an expert in surf search and rescue. Appointed to the SLISA Australian Championship Water Safety Squad as a jet ski driver from 2008 to 2023, he handled countless rescues in big seas including the search and recovery of a ski paddler in 2010 and a teenage board paddler in 2012 on the Gold Coast. Mr Thomson is recognised for his outstanding work in and support of the SLSWA's capabilities as an emergency response provider.

## **Emergency Services Medal (ESM)**

### ***South Australia***

**Mr Kerry John Marshall, SA**

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

Mr Kerry Marshall is known for his outstanding service, exceptional leadership, and unwavering dedication to the South Australian State Emergency Service (SASES). Since joining the Eastern Suburbs Unit in May 2018, Mr Marshall has responded to an extraordinary 1,344 operational callouts, making him not only the top responder in his unit but also among the top five responders statewide. Mr Marshall's operational record is matched by his outstanding leadership. He was appointed as a unit manager in 2022 and leads one of the state's busiest units with professionalism, positivity, and integrity.

Widely regarded as a transformational leader, Mr Marshall has enhanced his unit's performance and culture through mentoring and strategic planning, with a strong focus on team development and succession planning. His skills have seen him take on key roles during major emergencies, including serving as the deputy incident controller during the nationally declared River Murray flood event and in planning support during the SA Inland Rivers flood event.

Mr Marshall also contributes significantly at the strategic level, as a respected voice on the SASES State Executive Advisory Group, where he advocates passionately on behalf of volunteers in the Northern Adelaide District. He also actively contributes to the District Leadership Group, tackling key issues around training, assets, infrastructure, and volunteer welfare. His leadership in these forums reflects a deep commitment to improving the SASES experience for all members. His commitment extends across state and national borders, with deployments to WA during Tropical Cyclone Seroja in 2021, the NSW floods in 2022, the Kangaroo Island bushfires in 2019–20, and support for COVID-19 response operations in remote SA. Mr Marshall is a trusted leader, admired by peers and SASES staff alike. His dedication, leadership, and service have made a lasting impact on the SASES and the communities it serves.

## **Emergency Services Medal (ESM)**

### ***South Australia***

**Mr David William Potter**, Rostrevor SA 5073

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

Mr David Potter joined the South Australian Metropolitan Fire Service (MFS) in 2010, rising through the ranks to become a station officer in 2020. In 2021, he joined the MFS Recruit Training Team and took over as the recruit course co-ordinator in 2022.

A defining moment in Mr Potter's career came during the devastating bushfire season of 2019–2020, when he was deployed to both Kangaroo Island and New South Wales. His extensive experience and calm, strategic approach were critical to the successful management of these high-pressure incidents. As part of the Incident Management Team on Kangaroo Island, Mr Potter applied his considerable skills to coordinate firefighting efforts and support emergency services during one of the worst bushfire disasters the state had ever seen. In addition to his operational experience, Mr Potter has played an instrumental role in the MFS Learning and Development department, where he undertook the role of the recruit co-ordinator. In this capacity, Mr Potter displayed exceptional leadership and dedication, successfully training over 120 new recruits who are now serving the South Australian community.

With 15 years' service as a professional firefighter, Mr Potter's career exemplifies the values of dedication, leadership, and innovation. His contributions go beyond the practical and technical aspects of firefighting, whether responding to an emergency or leading a recruit course, Mr Potter's focus has always been on making a positive difference in the lives of others.

## **Emergency Services Medal (ESM)**

### ***Tasmania***

**Mr Wayne Gerald Dowling**, Huonville TAS 7109

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

Mr Wayne Dowling is recognised for over 30 years of service with the Tasmania State Emergency Service and the broader community, primarily with the Huon Valley Unit. Since joining on 25 October 1993, he has held multiple leadership roles including unit manager, deputy unit manager and continues to serve as a trainer and active crew leader.

Mr Dowling is a highly experienced road crash rescue (RCR) operator, respected for his technical knowledge and leadership on scene. He was the first in his unit to trial and adopt battery-powered cutters and spreaders, providing training on their use and safety to fellow members. Mr Dowling is a passionate mentor who invests considerable time in supporting and upskilling others, encouraging hands-on learning and detailed understanding of rescue equipment. He has played a pivotal role in community engagement, consistently representing the Huon Valley Unit at events and as a first responder.

A long-serving volunteer with Ambulance Tasmania for over 25 years, Mr Dowling continues to serve one weekend each month in Dover. His concern for the physical and mental wellbeing of others is a hallmark of his leadership. As a unit manager, he prioritises mental health, arranging annual critical incident stress management sessions and encourages members to seek support.

Mr Dowling was instrumental in introducing the Huon Valley Unit's seven-day RCR on-call roster, allowing members to share operational duties sustainably, significantly reduce burnout and improve readiness and morale among active members. Mr Dowling's long-standing service, technical expertise, leadership, and care for both community and colleagues exemplify the highest values of the Tasmania State Emergency Service.

## **Emergency Services Medal (ESM)**

### ***Tasmania***

**Ms Susan Jane Kelder, TAS**

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

Ms Susan Kelder is recognised for her distinguished service to the Tasmania State Emergency Service through over a decade of exceptional leadership, operational excellence, and commitment to community safety. Since joining the State Emergency Service in 2013, Ms Kelder has contributed significantly to emergency management in Tasmania, rising to the role of the unit manager of the northern Incident Management Unit in 2017. In this role, she has consistently demonstrated outstanding leadership, overseeing the Regional Operations Centre in Launceston and guiding a team of 21 volunteers during critical incidents.

Ms Kelder has led the northern Incident Management Unit through major storm and flood responses in 2016, 2018, 2022, and 2024, and provided essential support to multi-agency operations alongside Tasmania Fire Service and Tasmania Police. Her operational deployments have included frontline staging, forward command vehicle management, and coordination roles at numerous significant events, including wildfire and search and rescue incidents across the state.

In addition to her operational duties, Ms Kelder played a key role in Tasmania's COVID-19 response, coordinating and conducting community compliance checks during 2020–2021. A qualified Level 2 incident controller and staging area officer, Ms Kelder is also a champion of volunteer development, investing countless hours into training, mentoring, and fostering a cohesive, inclusive team environment. Her professionalism, integrity, and tireless service embody the highest ideals of emergency service.

## **Emergency Services Medal (ESM)**

### ***Northern Territory***

**Mr Mark Bryan Cunningham**, Woodroffe NT 0830

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

For almost four decades Mr Mark Cunningham has served the local and international community in his roles with Northern Territory Emergency Services (NTES), leaving an undeniable mark and significantly contributing to the resilience and safety of Territorians.

Mr Cunningham's journey with NTES began in 1986 when he joined the Darwin Volunteer Unit, where he honed his skills in emergency management, playing critical roles in responding to significant natural disasters and emergency events including major cyclones, severe flooding events, complex land and sea searches, and boat and aircraft crashes. In 1992 he was appointed to the volunteer position of unit officer, where he continued to advance his skills, undertaking training around the Territory and internationally in emergency planning, response management, exercise management, civil defence and leadership to support and upskill volunteers within the unit.

In 2001 Mr Cunningham transitioned to a permanent position as a training officer, before becoming the manager of Learning and Development and Special Operations in 2007, and the manager of the Northern Region in 2012. Over the years his dedication, innovation and leadership helped shape the service, advancing training programs, supporting urban search and rescue training and capabilities, and through his advocating for NTES participation in the National Disaster Rescue Challenge and the building of the NTES flood boat fleet and its doctrine. Mr Cunningham became the manager of Northern Command Operations in 2016, a role he continues in today, overseeing critical emergency operations, assisting in the Incident Management Team during natural disasters and developing operational strategies that enhance NTES capabilities. Mr Cunningham maintains his operational competencies and is fully deployable to emergency events. Mr Cunningham's exceptional commitment has left an enduring mark on NTES enhancing skills of staff and volunteers, while inspiring and fostering a culture of excellence within the service across the Northern Territory.

## **Australian Corrections Medal (ACM)**

***New South Wales***

**Ms Samara Jaye Abbott**

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

Ms Samara Abbott began her career with Corrective Services NSW 11 years ago as a community corrections officer. Since then, she has held various leadership roles, including in operational performance and quality assurance services support, and in the Sex and Serious Violent Offenders Unit. She is currently the manager of the Wollongong Community Corrections Office and draws on her extensive operational experience to support her team in handling high-risk and complex offender cases, participating in interviews with offenders and providing expert guidance to staff on the most effective offender management strategies.

Over the past 12 months, Ms Abbott has transformed the Wollongong office, which was previously marred by high workers' compensation and sick leave rates, low morale, a long-standing culture remediation plan, and the highest parole condition breach rates for Aboriginal clients. Under her leadership, the office achieved its best People Matter Employee Survey results in over a decade, with 56 indicators improving. This has also resulted in an increase in staff transfers to this site. Ms Abbott has led a highly successful Aboriginal outcomes initiative, creating culturally safe spaces and strengthening partnerships with stakeholders, which has resulted in improved engagement and a reduction in breach rates among Aboriginal clients.

Her people-focused approach has empowered a team of 30 officers to innovate, deliver high-quality services, and align practices with organisational goals. She actively supports staff in managing complex offender behaviours, leading to improved service delivery and outcomes. Ms Abbott also advises senior stakeholders, helping shape responsive policies and practices. Her contributions have strengthened strategic planning across the Southern Leadership Team and embedded a culture of continuous improvement.

Ms Abbott exemplifies integrity, innovation, and a strong commitment to equity and excellence. Her leadership has positively impacted staff, clients, and the broader community through her outstanding achievements and dedication to transforming community corrections.



## **Australian Corrections Medal (ACM)**

***New South Wales***

**Mr James Martin Adair**

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

Mr James Adair began his journey with Corrective Services NSW (CSNSW) in 2006, as a correctional officer at Dillwynia Correctional Centre. During this time, he worked extensively with the Youth Offenders Group facilitating programs. Mr Adair has since held multiple roles, including senior correctional officer, assistant superintendent, facilities manager, security and operations manager. He now works as the manager of security at Junee Correctional Centre.

During his time as a correctional officer, Mr Adair showed dedication and commitment to rehabilitation and youth engagement, operational excellence and conflict resolution. He joined the Rapid Relief Team during the COVID-19 pandemic in 2021 and played a critical role in outbreak response. Mr Adair was tasked with educating staff across centres on home testing procedures and portal access, which demonstrated his skills in training delivery, stakeholder engagement and health compliance.

Mr Adair was a member of the Junee Correctional Centre transition team when the site transitioned from private to public ownership. His ability to overcome challenges with a calm and friendly approach made him a valued and integral member of the team. He is known as someone willing to take on any task presented to him with dedication and professionalism.

Throughout his career, Mr Adair has consistently demonstrated strong leadership, adaptability and a commitment to excellence. He exemplifies the core values of Corrective Services NSW.

## **Australian Corrections Medal (ACM)**

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

**Mr Guy Daryl Blinman**, Ambarvale NSW 2560

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

Mr Guy Blinman began his career in 2010 within the cabinet shop at Parklea Correctional Centre. Over the past 15 years, he has devoted himself to the role of trade overseer, investing countless hours in training inmates in the skilled craft of cabinetmaking.

Mr Blinman has taught thousands of inmates the basics of cabinetmaking, allowing them to learn skills that help them gain employment upon release and contribute to their rehabilitation. Through their work, inmates have also helped fix, build, and create works for the benefit of the wider community, such as school furniture and wooden toys donated to hospitals. His deep expertise and patient mentorship have not only equipped individuals with valuable vocational skills, but have also fostered a sense of pride, discipline, and purpose among those he teaches.

Mr Blinman encourages inmates to have a high work ethic and take pride in their work, as well as set and meet order deadlines. Under Mr Blinman's tutelage, inmates have learnt the satisfaction that comes with working as part of a team, the importance of routine when employed, and showing diligence by promptly attending to their duties at work. His unwavering commitment to creating a respectful and inclusive work environment has been instrumental in promoting rehabilitation and personal growth. By treating inmates with dignity and setting high standards of professionalism, he cultivates a workplace where learning thrives, and transformation becomes possible.

Both Mr Blinman's work and the cabinet shop are a great source of pride for staff at Parklea Correctional Centre. His enthusiasm for his work is infectious. His work stands as a powerful example of how trade education within correctional settings can lead to meaningful change, empowering individuals to rebuild their lives with confidence and capability.

## **Australian Corrections Medal (ACM)**

***New South Wales***

**Mr Minh Ba Tran**

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

Mr Minh Tran began his career with Corrective Services NSW in 2008, driven by a passion for helping others, particularly Vietnamese people involved in the justice system. He now serves as the Vietnamese community engagement and culture officer at Fairfield Community Corrections.

As a native Vietnamese speaker with experience in both policing and community corrections, Mr Tran has been a vital link between the justice system and the Vietnamese community. He has supported many Vietnamese clients in addressing their offending behaviours and successfully reintegrating them into the community. Mr Tran delivers the Vietnamese-language Getting SMART program, focused on addiction, with consistently high retention and completion rates. Recognising a gap in mental health services, he established a volunteer Vietnamese-speaking counsellor to support clients with issues such as addiction, depression, anxiety and personal coaching.

In 2024, he partnered with the Vietnamese Australian Welfare Association to secure funding for a part-time domestic violence counsellor to support both perpetrators and victims. Since launching, over 30 clients have accessed the service, with no reoffending reported. Mr Tran has also developed a culturally tailored domestic violence program for non-English-speaking clients and provides guidance to staff across multiple offices on cultural competency, case planning, and stakeholder engagement. His work has significantly improved engagement, enhanced safety, and supported successful reintegration.

Mr Tran is a trusted advisor, role model, and tireless advocate for both clients and staff. Mr Tran's dedication, cultural insight, and strong community partnerships have transformed support for Vietnamese clients. His work promotes behaviour change, reduces reoffending, and ensures culturally safe, person-centred service delivery.

## **Australian Corrections Medal (ACM)**

***New South Wales***

**Mr Mitchell von Borstel**

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

Mr Mitchell von Borstel began his career with Corrective Services NSW in 2007 at the Long Bay Correctional Complex and has since risen through the ranks to senior assistant superintendent at the Security Operations Group (SOG). Mr von Borstel is a tactical operator within the SOG, where he engages in high-risk interventions and critical incident responses at sites across NSW. In this high-risk role, he has consistently demonstrated extraordinary courage and professionalism in the face of danger. Mr von Borstel's duties involve targeted search operations, offender negotiations, and maintaining order during disturbances. His meticulous approach to search operations and proactive, intelligence-led interventions have disrupted illicit activity and reduced the likelihood of violence and unrest within facilities.

His involvement in managing multiple critical incidents demonstrates his ability to de-escalate volatile situations and encourage compliance without further violence. A recent example was a rooftop disturbance involving significant property damage. Mr von Borstel acted as an officer in charge and successfully negotiated with the offenders, resolving the situation without further escalation. His calm demeanour, tactical awareness and strong communication skills were pivotal in achieving a peaceful resolution.

Beyond his operational duties, Mr von Borstel helps streamline efficiencies related to offender management by leading initiatives such as the development of regional rostering processes, search documentation, and a comprehensive statistics database, which are essential tools that support intelligence-led corrections and offender rehabilitation strategies. These contributions, often unseen, have brought much needed structure and clarity to the way SOG operates, and have set a new benchmark for professionalism and accountability within the team.

Mr von Borstel's professionalism, leadership, and innovative contributions stand as a credit to his character and demonstrate a sustained commitment to reducing risk, influencing behavioural change, and supporting the departmental goals of the organisation.

## **Australian Corrections Medal (ACM)**

**Victoria**

**Ms Serena Francke**

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

Ms Serena Francke has worked at the Dame Phyllis Frost Centre (DPFC) for over nine years. Commencing as a prison officer in April 2016, Ms Francke has spent her career in frontline roles, progressing to the rank of senior prison officer in November 2018 and then appointed to her current role as a supervisor in March 2025. During her career she has worked directly with women in prison, to support them in addressing their offending behaviour and making a successful transition into the community.

Ms Francke has been responsible for managing numerous incidents, demonstrating an ability to be calm under pressure and identifying and resolving security risks, with the safety of everyone at DPFC at the centre of her decision-making. She has been responsible for supporting, supervising and developing staff, including a period when she was the Emergency Response Group (ERG) coordinator, responsible for the training and development of members of the ERG at DPFC.

In 2023, Ms Francke was involved in the commissioning of the new Closed Support and Supervision Unit, ensuring processes in the unit were consistent with trauma-informed practice, implementing a model that saw the introduction of behavioural support assessments and the development of strategies to address problematic behaviours and enhance women's social skills in preparation for their transition to a less restrictive regime. In addition, she developed a reporting template to measure whether the Close Support and Supervision model was achieving its objectives.

Through Ms Francke's direct work with women at DPFC, her key role in supporting and developing staff, contributing ideas, and implementing new procedures and practices, she has significantly improved outcomes for women who have served time at DPFC and ultimately enhanced the safety of the Victorian community.

## **Australian Corrections Medal (ACM)**

### ***Victoria***

#### **Ms Julie Theresa Marchant**

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

Ms Julie Marchant began her career with Corrections Victoria in 2008 as a community corrections officer managing low-risk offenders. For more than 12 years, she has served as a specialist case manager (SCM) within the Parole and Post Sentence Stream in the South Metro region.

As a SCM, Ms Marchant is responsible for managing serious violent or sexual offenders who are subject to supervision orders. Positively and largely due to her case management influence and provision of therapeutic support, many of those individuals have been seen to come off their orders due to a reduction in their offence-specific risk, allowing and supporting them to get to a point where they are no longer deemed an unacceptable risk to the community.

Ms Marchant holds exceptional knowledge of case management practice frameworks, relevant legislation, and evidence-based approaches to risk reduction. Her depth of expertise and leadership was formally recognised when she was invited to contribute as a subject matter expert for the Harper Evaluation in 2023. Highly respected by both internal and external stakeholders, including the National Disability Insurance Scheme, allied health services, and the Post-Sentence Authority, Ms Marchant is regarded as a consummate professional. She is also deeply committed to developing the next generation of practitioners, regularly mentoring emerging case managers, particularly in the complex area of sex offender management. Her dedication ensures continuity of best practices and a strong, sustained focus on community.

Over the past 17 years, Ms Marchant has demonstrated unwavering dedication, professionalism, and passion for her work. Her consistent drive to support rehabilitation and achieve positive outcomes has had a lasting impact on both individuals and the broader community.

## **Australian Corrections Medal (ACM)**

### ***Victoria***

#### **Ms Victoria Ryan**

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

Ms Vicki Ryan has dedicated over 30 years to Corrections Victoria, commencing in 1994. She has been an important part of numerous projects, including prison expansions, closures, and innovative policy changes. Her leadership in evaluating placement risks and promoting better outcomes for those in custody has been an important part of the organisation's growth and success. Ms Ryan has held various key roles, reflecting her value to the system, and is currently the general manager of the Metropolitan Remand Centre. She remains committed to her personal growth while mentoring others, advocating for safety and support in custodial placements, and seeking alternatives to foster behaviour change and better reintegration into the community.

Ms Ryan has significantly influenced positive change in prisoner placements by promoting a collaborative, holistic, and rehabilitative approach through her team and has provided persons in custody with better opportunities for life changes. She is known for her fairness, accountability, and dedication to corrections, as well as her genuine support for others, helping them achieve their goals and celebrating their strengths. Her knowledge and advice to senior leadership on managing high-profile and high-risk individuals is highly regarded and valuable.

Ms Ryan is respected by both her team and Corrections Victoria for her dedication and commitment to her work in the system. Her efforts consistently aim for the best possible outcomes, and she is recognised for her ability to inspire and lead by example. Ms Ryan's deep understanding of the challenges faced by those she supports, combined with her empathy and professionalism, makes her an asset to Corrections Victoria. Her contributions continue to make a meaningful impact, and her work is a testament to her passion and expertise.

## **Australian Corrections Medal (ACM)**

### ***Queensland***

#### **Mr Lyle Stanislaus Baker**

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

Mr Lyle Baker has dedicated over 40 years of service to Queensland's correctional system, consistently demonstrating exceptional commitment and professionalism. Throughout his career, he has adapted to the evolving nature of the correctional environment, ensuring the safety and security of both inmates and colleagues. His extensive experience and unwavering work ethic have made him an invaluable asset to Queensland Corrective Services.

A distinguished custodial correctional officer, Mr Baker has played a key role in maintaining safety within the correctional system. His ability to manage complex situations in a high-stress and often volatile environment has directly contributed to keeping Queensland communities safe. Whether it is through his steadfast vigilance or proactive approach, he ensures that his colleagues are supported and equipped to handle the challenges of their roles.

Mr Baker's work on the frontline has involved responding to critical incidents, diffusing conflict, and maintaining order within correctional facilities, often under challenging and demanding circumstances. He played a critical role in the aftermath of a fatal stabbing, ensuring the safety of both officers and prisoners. His ability to act decisively in high-pressure circumstances was further demonstrated when he played a pivotal role in containing two armed prisoners attempting a night-time escape from a prisoner detention unit.

Mr Baker's work through the Queensland floods in 2019 was instrumental in maintaining order and safety within the correctional centre. In addition, his tireless commitment during the COVID-19 pandemic shows his dedication and resilience in navigating unprecedented circumstances. Mr Baker exemplifies the highest standards of professionalism, leadership and service. His vast experience, dedication to duty, and continuous support of others within his team make him an outstanding example of a Queensland Corrective Services member.



## **Australian Corrections Medal (ACM)**

### ***Queensland***

#### **Ms Louise Jane Kneeshaw**

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

With over 35 years of distinguished service, Ms Louise Kneeshaw has built an exceptional career across the state in both frontline and senior operational roles with Queensland Corrective Services. Starting as a prison officer, Ms Kneeshaw has worked on the frontline of correctional services, managing complex situations and ensuring the safety and security of officers, prisoners, and the wider community. Ms Kneeshaw progressed to become the director of Custodial Operations, overseeing strategic management of facilities across the state. Her leadership has driven reforms focused on safe, respectful environments that support both security and offender rehabilitation.

Throughout her career, Ms Kneeshaw has been deeply committed to rehabilitation and public safety. In the training environment, she played a vital role in shaping the next generation of officers, passing on critical knowledge and values to uphold the highest standards of practice.

In recent years, Ms Kneeshaw transitioned to senior leadership, where she continues to support community reintegration and offender accountability. This role highlights her comprehensive understanding of the justice system, from custody to community, and her unwavering focus on reducing reoffending and keeping communities safe. As a general manager of the Townsville Correctional Centre, Ms Kneeshaw works closely with prisoners, officers and stakeholders to drive reform, improve outcomes for prisoners and uphold the agency's mission of community safety and offender rehabilitation. Here, she demonstrated outstanding leadership during a critical incident when a fire broke out within the High-Risk Offender Management Unit, coordinating resources and ensuring emergency response teams were deployed efficiently.

Throughout a career marked by potential dangers and high responsibilities, Ms Kneeshaw has consistently demonstrated professionalism, compassion and integrity. Her work across the field of corrections reflects a life devoted to making a positive difference in the lives of others and contributing to a safer, more just society.

## **Australian Corrections Medal (ACM)**

### ***Queensland***

#### **Ms Dee-Anne Kuilboer**

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

With over 25 years of dedicated service to Queensland Corrective Services, Ms Dee-Anne Kuilboer has built a distinguished career in community corrections, primarily serving on the frontline as a senior case manager. Ms Kuilboer works closely with offenders subject to community-based court orders and parole, playing a critical part in maintaining community safety, supporting rehabilitation and reducing recidivism.

Ms Kuilboer's role as a senior case manager involves conducting risk assessments, managing complex cases, and monitoring compliance with court-mandated conditions. On a daily basis, Ms Kuilboer competently engages with complex individuals subject to community-based orders and parole supervision. Embracing the challenges that come with the role, Ms Kuilboer consistently demonstrates professionalism, courage, and unwavering commitment to reducing re-offending and supporting safer communities.

Ms Kuilboer's ability to manage and respond to risk in unpredictable environments is a testament to her expertise and composure under pressure. Her outstanding case management and assessment skills have supported countless individuals in navigating rehabilitation pathways, reducing the likelihood of reoffending, and enhancing community safety.

In addition to her frontline expertise, Ms Kuilboer provides leadership, guidance and operational oversight to teams of officers. She has acted as a supervisor and district manager, stepping into a senior leadership role where she oversaw complex casework, strategic planning and team performance. Across all roles, Ms Kuilboer has maintained a strong focus on offender accountability, rehabilitation, and collaboration with key stakeholders such as courts, the Queensland Police Service, Child Safety Services and other support services. Her ability to navigate risk, mentor officers, and lead under pressure highlights both her resilience and leadership capability. Ms Kuilboer's career reflects deep and sustained commitment to community corrections. Her work not only holds individuals accountable but also supports meaningful change, contributing to a safer, stronger Queensland every day.

## **Australian Corrections Medal (ACM)**

### ***Queensland***

#### **Ms Nadia Ann Nearhos (Tschirpig)**

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

Ms Nadia Nearhos (Tschirpig) is the regional manager for the South Coast region's community corrections and brings more than 20 years of frontline and leadership experience in corrective services. Progressing from an administrative officer to a community correctional officer, Ms Nearhos has built strong operational foundations in community corrections, safety and security, through direct engagement with individuals under her supervision. Ms Nearhos has worked across diverse communities, including remote and high-risk areas, providing community-based supervision of offenders to support reintegration and reduce recidivism.

Throughout Ms Nearhos's career, she has demonstrated unwavering commitment to frontline safety, risk reduction, and staff development. She played a key role during the 2023 Christmas Day storms on the Gold Coast, leading emergency responses to maintain service continuity and ensure offender and officer welfare throughout the incident.

As a leader, she has driven innovation across community corrections. This includes leading the regional rollout of the Connect Electronic Case Management System and advancing end-to-end case management, with a strong focus on tailored support for women under supervision. Ms Nearhos maintains active contact with often high-risk offenders across complex cases, guiding staff to deliver best practice supervision and achieve the best possible rehabilitation outcomes. A passionate advocate for targeted responses to domestic and family violence and gang-related crime, Ms Nearhos works closely with police, courts and community partners to strengthen collaboration and information sharing.

Through strong stakeholder engagement, strategic leadership, and extensive operational experience, Ms Nearhos continues to lead community corrections with integrity, adaptability, and a strong focus on community safety and offender reintegration.

## **Australian Corrections Medal (ACM)**

### ***Queensland***

#### **Ms Jennifer Susan Runge**

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

With over 20 years of distinguished service to Queensland Corrective Services, Ms Jennifer Runge has demonstrated outstanding operational excellence in offender management at the Woodford Correctional Centre. Throughout her career, she has played a pivotal role in both operational and lawful administration of custodial sentences, ensuring that all aspects of custody are managed accurately in accordance with legislation and policy. Her work has significantly supported the integrity of the justice system, enhancing both public safety and procedural fairness.

In her leadership roles, Ms Runge has effectively overseen complex sentence calculations, parole coordination, and high-risk release processes. Collaborating closely with courts, parole boards, legal authorities, and frontline correctional officers, she ensures that sentence decisions are implemented with precision and legal compliance. Ms Runge has also demonstrated outstanding leadership during critical operational incidents, such as emergency court-ordered releases and crisis interventions with distressed prisoners. Her ability to maintain operational security while communicating sensitive information to volatile individuals has been crucial for facility safety and prisoner welfare.

Moreover, Ms Runge has mentored frontline correctional staff, imparting essential skills in prisoner interaction, de-escalation techniques, and security management. Her advocacy for innovative programs and digital solutions has enhanced frontline safety and improved coordination between sentence management and custodial services. Ms Runge's unwavering commitment over the past two decades has been instrumental in shaping positive outcomes for prisoners while also ensuring community safety.

## **Australian Corrections Medal (ACM)**

### ***Queensland***

#### **Assistant Commissioner Joel Brady Smith**

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

With over 20 years of service in corrections and a background in forensic psychology, Assistant Commissioner Joel Smith has consistently demonstrated unwavering commitment to the safety of officers, prisoners and the wider community. Having served in frontline and senior leadership roles, including as a general manager at multiple custodial sites and currently as an assistant commissioner, he has led major reforms in offender rehabilitation, cultural change, and emergency response. As a general manager at Wolston Correctional Centre, he successfully improved safety, significantly reducing assaults on officers and prisoner-on-prisoner violence through targeted operational reforms.

During the COVID-19 pandemic, Assistant Commissioner Smith played a pivotal role in emergency planning, ensuring continuity of operations and officer protection during one of the most challenging times in the agency's history. In the aftermath of high-risk incidents, he has been instrumental in the command and coordination response, ensuring swift stabilisation and safety restoration.

A passionate advocate for rehabilitation, Assistant Commissioner Smith championed the roll-out of end-to-end case management services for women across custodial and community corrections. This initiative ensures the continuity of care and support throughout a woman's sentence, enhancing reintegration and contributing to reducing recidivism. Having also acted in the role of the deputy commissioner of Custodial Operations he has overseen state-wide correction performance, safety, reform and implementation.

Assistant Commissioner Smith brings strong leadership, calm under pressure, and a commitment to evidence-based practice to every role. He has significant experience in both the operational and corporate streams, informing 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. His dedication continues to shape a safer, more progressive correctional system that prioritises both security and positive outcomes for those in its care.

## **Australian Corrections Medal (ACM)**

### ***Western Australia***

#### **Mr Dean Anthony English**

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

For more than 30 years, Mr Dean English has made a significant contribution to colleagues and prisoners in his care. He started his career at the Long Bay Remand Correctional Prison in 1992 before joining Corrective Services within the Western Australian Department of Justice in November 2004.

Mr English is well respected for his ability to diffuse situations and encourage prisoners to address their criminal offending behaviours and enhance their potential to change their futures. He has worked at Hakea Prison, the Banksia Hill Detention Centre (BHDC) for young people and currently serves at Wandoo Rehabilitation Prison for Women. He is also a voluntary staff support officer, at Hakea Prison, BHDC and Wandoo Rehabilitation Prison where he provides confidential, emotional, and practical support to colleagues experiencing stress related to personal or work-related matters including critical incidents.

Mr English has a background in beekeeping and in 2023 established a beekeeping industry course at Wandoo Rehabilitation Prison with hives built by volunteers at the Claremont Men's Shed. The course provides prisoners with vital life lessons as well as a supply of honey for the prison.

In September 2024, Mr English and his partner were severely injured in a traffic accident. It resulted in many months in hospital and many more months of rehabilitation. Since then, he has returned to Wandoo Rehabilitation Prison to talk to prisoners about resilience as well as provide support for officer recruitment by attending the 2025 Careers Expo. He continues to visit the prison to encourage the women and check on his bees. Mr English is known among his colleagues as someone who is everything you could hope for in a prison officer and a mate. He is consistently respectful of all ranks and is known for speaking up and sharing his views with integrity.

## **Australian Corrections Medal (ACM)**

### ***Western Australia***

#### **Mr Wayne Lionel Marlow**

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

Mr Wayne Marlow currently serves as a deputy superintendent with Corrective Services within the Western Australian Department of Justice. He joined in 2004 as a trainee prison officer and has spent his career developing operational expertise across the Western Australian prison estate.

Mr Marlow has played a pivotal role in navigating and resolving emerging issues faced by the department with precision and foresight. His contributions enhance day-to-day operations and drive a culture of excellence across the department. As the inaugural assistant superintendent for Safer Practice at Casuarina Prison, Mr Marlow pioneered a role that has fundamentally reshaped the facility's approach to at-risk prisoner care. Through innovative, therapeutic and empathetic methodology, he has created a support model that significantly reduced incidents of self-harm and suicide ideation among prisoners. His approach integrated key support services and introduced improvements that led to a significant decrease in the use of crisis care units and restrictive management practices.

Previously, as assistant superintendent of Assessments and Movements, Mr Marlow demonstrated exceptional operational acumen and logistical coordination. His knowledge of prisoner movements has been instrumental in both routine and complex relocations, ranging from individual transfers to state-wide mobilisation projects involving hundreds of prisoners.

Mr Marlow's leadership was pivotal during the 512-bed expansion at Casuarina Prison. He developed and executed detailed operational and mobilisation plans that ensured timely and safe prisoner transfers. Through his collaborative approach and deep understanding of frontline needs, he has maintained the delicate balance between operational stability, staff safety, prisoner welfare and compliance obligations. Mr Marlow's work has not only enhanced the department's operations but also laid the groundwork for long-term and sustainable improvement.

## **Australian Corrections Medal (ACM)**

### ***South Australia***

#### **Ms Julie Margot Telfer**

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

Ms Julie Telfer commenced service with the Department for Correctional Services, formerly the Prisons Department and Adult Probation Service, in South Australia in March 1976 as a probation and parole officer. Over her 50-year career, she served in a range of frontline roles within Community Corrections and is currently a community corrections officer.

Throughout her service, Ms Telfer has demonstrated extraordinary dedication, compassion and professionalism in working with some of the most vulnerable and marginalised people in our society. She is recognised for her ability to engage with clients respectfully and empathetically, guiding them through complex challenges with understanding and support. Her consistent advocacy for those navigating difficult circumstances has left a significant and enduring impact on individuals, colleagues and the wider community.

Ms Telfer has made significant contributions to the development of community corrections in South Australia by having a central role in the working group that integrated home detention supervision into community corrections centres, providing practical insight and solutions to embed this new function effectively. She also contributed extensive feedback and guidance during the development and implementation of the Justice Information System, ensuring frontline perspectives were incorporated into major reforms and technology rollouts.

Ms Telfer has been a long-standing advocate for staff as the longest serving Public Service Association representative within Community Corrections. Through her involvement, she has consistently voiced the concerns of staff to senior management and the strategic executive team, influencing positive change and service improvements. Ms Telfer is the longest serving staff member within Adelaide Community Corrections, the case managers of the South Australia Community Corrections Division, and the equivalent services throughout Australia. Her five decades of service represent an extraordinary legacy. She has served the Department for Correctional Services and the South Australian community with distinction, compassion and unwavering commitment.



## **Australian Corrections Medal (ACM)**

### ***Tasmania***

#### **Ms Rachael Anne Parker**

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

Ms Rachael Parker began her career in youth justice in Western Australia in 2008 before relocating to Tasmania, and in 2016 she joined the Tasmania Prison Service. Over nearly a decade, she has held several senior roles across custodial and community settings, including as a senior clinician, a manager of intervention programs, and a complex and high-risk offender specialist.

In 2025, Ms Parker was appointed as the clinical lead within Community Corrections, where she now oversees the statewide Assessments and Interventions Unit. She works directly with Tasmania's highest-risk offenders, providing clinical oversight and leading strategic reforms in offender rehabilitation, including sexual offending, family violence and substance misuse. She conducts offender assessments, delivers treatment planning, and coordinates statewide clinical services through the Assessments and Interventions Unit. Ms Parker's work is deeply embedded in offender rehabilitation, with a focus on sexual offending, family violence, and substance misuse, making her a vital contributor to community safety and correctional reform.

Ms Parker is Tasmania's only certified trainer in the Dynamic Supervision Model and has delivered extensive training to corrective services staff. Ms Parker is also the subject matter expert for the Preventive Programs Project, a government initiative to prevent sexual offending.

A registered psychologist with multiple qualifications in psychology and criminology, Ms Parker is widely respected for her leadership, innovation, and unwavering commitment to evidence-based practice. Her ability to inspire others and foster a supportive work culture has made a lasting impact on her team and the broader corrections system.

## **Australian Corrections Medal (ACM)**

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

**Ms Natalie Marie Veenstra**

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

Ms Natalie Veenstra has over 17 years of distinguished service with ACT Corrective Services (ACTCS) and the ACT community, where she is known for her respectful professional conduct towards both detainees and staff. Ms Veenstra, who commenced with ACTCS in 2008 and is currently the senior director of accommodation, has demonstrated innovation, leadership and commitment in each of her roles. She is responsible for overseeing the control, management, and daily operations of custodial environments within the Alexander Maconochie Centre (AMC).

In 2017, Ms Veenstra successfully led a team to relocate women detainees to more appropriate accommodation, leading to improved outcomes for the women and a safer working environment for staff. Similarly, in 2024, she led the successful operation to separate remand and sentenced detainees at the AMC, enhancing operational effectiveness and safety. ACTCS committed to enhancing the separation between remand and sentenced detainees, a significant cultural shift for both the organisation and its detainee population. Ms Veenstra played a pivotal role in orchestrating this transformation, applying her deep operational expertise and meticulous planning to ensure positive outcomes for detainees, while also guiding staff, the broader organisation, and key external stakeholders through the change with clarity and confidence. Her leadership ensured staff were supported and led through this cultural change project, with no major impacts.

Ms Veenstra is highly respected by staff, detainees, and external stakeholders. She is known for her professionalism and willingness to work with others for the greater good of detainees and all staff. Ms Veenstra is an exceptional leader and has consistently exemplified innovation and strategic leadership throughout her career with ACT Corrective Services, excelling in every role she has undertaken. She is the epitome of professionalism. Her unwavering dedication to the service is unparalleled and continues to set a benchmark for excellence.

**Australian Intelligence Medal (AIM)**

***Federal***

**Mr Malak A**

For distinguished service to the National Intelligence Community.

Details not available.

**Australian Intelligence Medal (AIM)**

***Federal***

**Mr Carl Chang**

For distinguished service to the National Intelligence Community.

Details not available.

**Australian Intelligence Medal (AIM)**

***Federal***

**Ms Felicity Galvin**

For distinguished service to the National Intelligence Community.

Details not available.

**Australian Intelligence Medal (AIM)**

***Federal***

**Ms Angela Hardwick**

For distinguished service to the National Intelligence Community.

Details not available.

**Australian Intelligence Medal (AIM)**

***Federal***

**Ms Peita Loughhead**

For distinguished service to the National Intelligence Community.

Details not available.

**Australian Intelligence Medal (AIM)**

***Federal***

**Mr David M**

For distinguished service to the National Intelligence Community.

Details not available.



**Australian Intelligence Medal (AIM)**

***Federal***  
**Mr Jeff P**

For distinguished service to the National Intelligence Community.

Details not available.

**Australian Intelligence Medal (AIM)**

***Federal***  
**Mr Mark P**

For distinguished service to the National Intelligence Community.

Details not available.

**Australian Intelligence Medal (AIM)**

***Federal***

**Mr Christopher Yee**

For distinguished service to the National Intelligence Community.

Details not available.