

Public Service Medal (PSM)

Federal

Mr Bradford John Archer, NSW

For outstanding public service to public administration and the challenges of climate change.

Mr Brad Archer has demonstrated extraordinary leadership in the complex and contested policy area of Australia's transition to a net zero economy.

Under his leadership, the Climate Change Authority (the Authority) has coordinated substantial technical analysis, engaged in extensive stakeholder consultation, and provided critical, timely, reasoned and influential advice to government and the public.

A particular standout achievement was the Authority's delivery of the 2024 report on the Sector Pathways Review. Each piece of work led by Mr Archer demanded exceptional analytical rigour, sound judgement under pressure, and the ability to steer diverse expert teams through ambiguity to deliver trusted, high-impact advice. He encouraged collaboration among staff and supported them to strive for excellence.

Mr Archer's leadership has ensured Australia has a credible pathway for decarbonisation and strengthened our international reputation as a serious and constructive participant in global climate action.

Mr Archer's prominent level of integrity, leadership, excellent stakeholder engagement, innovation and accountability embody the core values of the Australian Public Service, showing stewardship in building institutional capability and service to the public.

Public Service Medal (PSM)

Federal

Ms Kylie Leigh Barber, ACT

For outstanding public service in leadership and strategic influence in safeguarding and preserving government institutions.

Ms Kylie Barber was instrumental in shaping, establishing and co-chairing the Operation Protego Integrity Taskforce (the Taskforce), a cross-agency initiative that has significantly strengthened the integrity framework of the Australian Public Service (APS) and directly advanced the reform agenda.

Her work through the Taskforce in leading the development of enduring mechanisms for information sharing between agencies to address fraud ensures the government is better equipped to prevent and respond to insider threats and integrity risks.

As a result of her collaborative cross-agency leadership of the Taskforce outcomes, Ms Barber is driving APS wide reforms and the adoption of critical employment integrity measures, focused on enhanced information sharing.

These reforms include the lawful sharing of sensitive taxpayer information, enhanced recruitment standards and checks, and a centralised government Code of Conduct database accessible to agency recruitment areas. In addition, Ms Barber has authored and disseminated guidance to agencies on Code of Conduct matters, so that agencies can fairly and consistently respond to suspected misconduct across the APS.

Ms Barber has demonstrated exceptional leadership and is highly respected for her dedication, innovation and solution-focused approach.

Public Service Medal (PSM)

Federal

Dr Wayne Andrew Beswick, Weston Creek ACT 2611

For outstanding public service in systemic change to government practices and changes aimed at improving outcomes for First Nations people.

Dr Wayne Beswick has demonstrated excellence in service across multiple disciplines including policy, regulation, audit and Cabinet, as well as playing a pivotal role in several Closing the Gap initiatives.

A recent key achievement is Dr Beswick's leadership of the government's partnership with the First Nations Heritage Protection Alliance to co-design reforms to Commonwealth cultural heritage laws and the National Environmental Standard for First Nations Engagement, recognising First Nations people as custodians of their own heritage.

Dr Beswick's leadership was also pivotal in the co-design of reforms to the *Aboriginal Land Rights (Northern Territory) Act 1976*. Working in partnership with Traditional Owners and Land Councils in the Northern Territory, Dr Beswick led the co-design of an Aboriginal-led investment body, creating enduring economic opportunities and demonstrating how government can support self-determined, community-led outcomes.

Dr Beswick is a role model and has been a driving force in building cultural competency. He mentors staff and shares cultural knowledge. His integrity, dedication to equity, diversity and inclusion, and his collaborative spirit and collegiality display a true and unwavering commitment to improving outcomes for First Nations people across Australia.

Public Service Medal (PSM)

Federal

Mr Jamie Crew, Reedy Creek QLD 4227

For outstanding public service in leadership and driving organisational reform in Commonwealth and state courts and tribunals.

As chief operating officer of both the Australian Review Tribunal (ART) and its predecessor, the Administrative Appeals Tribunal (AAT), Mr Jamie Crew played a pivotal role in establishing the ART and ensuring a smooth transition. Mr Crew successfully delivered efficient and effective outcomes through influencing design and implementation of new processes for the ART to ensure they were user focused, whilst leading staff through significant organisational change.

The replacement of the AAT with the ART represented a momentous reform of Australia's system of merits review. This complex reform was developed and implemented in a compressed timeframe and placed greater emphasis on accessibility, responsiveness to the diverse needs of parties, and systemic improvement in the transparency and quality of government decision-making.

Respected and valued by colleagues at all levels, Mr Crew is seen as an extraordinary leader who leads by example, consistently modelling the values of the Australian Public Service whilst caring deeply for colleagues and staff and exuding the deepest integrity.

Public Service Medal (PSM)

Federal

Mr Simon Duggan, Mawson ACT 2607

For outstanding public service in delivering policy initiatives in complex government environments.

Mr Simon Duggan's leadership is both exemplary and decisive. Under his stewardship the Department of Climate Change, Energy, the Environment and Water has built capacity, capability, wellbeing, inclusion and staff engagement.

Mr Duggan has driven landmark initiatives, including support for renewable energy investment through the Capacity Investment Scheme, safeguarding gas supplies via the Gas Market Code, negotiating Renewable Energy Transformation Agreements with the states and territories, and putting First Nations people at the heart of national energy policy through the First Nations Clean Energy Strategy. In delivering these initiatives, Mr Duggan has displayed deep policy expertise and the ability to translate complex reform into practical, lasting outcomes that deliver benefits to all Australians.

Mr Duggan's exceptional adroit leadership, collaborative approach and deserved reputation for integrity, rigour and intellect have strengthened national energy leadership and enhanced whole-of-government priorities.

Public Service Medal (PSM)

Federal

Ms Nicola Jane Forbes, Lilyfield NSW 2040

For outstanding public service in transformative digital records and privacy initiatives of the Office of the Fair Work Ombudsman.

Ms Nicola Forbes has been instrumental in the significant shift from physical records to digital-first information practices and the associated workplace cultural change that accompanied the move to a zero-paper strategy within the Office of the Fair Work Ombudsman (OFWO).

Ms Forbes managed multi-year projects, engaging with internal and external stakeholders to ensure appropriate legislative compliance and the adoption of best practice processes to both support staff and the organisation.

In doing so, she has shaped national archival strategies and embedded sustainable digital governance, privacy safeguards and innovative practices across the OFWO. This has resulted in the successful digitisation of over 9,500 files and the delivery of significant savings and operational efficiencies.

Ms Forbes's work has directly supported the achievement of the OFWO Key Performance Indicators and contributed to its strong reputation with stakeholders and the broader community.

Known as a passionate and inspirational leader, Ms Forbes demonstrates the highest levels of integrity and is committed to driving continuous improvement. She cultivates a workplace culture of excellence and innovation, one that values transparency, collaboration and digital literacy.

Public Service Medal (PSM)

Federal

Mrs Radmila Gill, NSW

For outstanding public service in leadership, excellence and integrity in Australian Government grants.

Mrs Radmila Gill has led the development and implementation of government grants policy, delivering lasting improvements in integrity, transparency, quality and consistency across government grant administration.

She has been the key author and steward of all iterations of the grant policy framework since 2011, including the internationally recognised benchmark framework, Commonwealth Grants Rules and Principles 2024.

Mrs Gill has also been central to a range of practical initiatives that support effective grants administration, such as grant guidelines, agreement templates and the design and implementation of the government's GrantConnect platform, a centralised web-based facility for information on upcoming grants, current grants and previously awarded grants.

Under Mrs Gill's leadership, grants administration has transformed from a complex, opaque and inconsistent process to one that is robust and transparent, promoting better accountability and integrity across government. The reforms enable more efficient, timely and cost-effective processes that are delivering better outcomes for the Australian community.

Mrs Gill's quiet determination, humility and integrity are well-known among those who work with her. She consistently puts the greater good above personal accolades, embodying what public service is all about.

Public Service Medal (PSM)

Federal

Mr Nigel John Greenup, St Mary QLD 4650

For outstanding public service to the protection and preservation of Australia's unique natural environments, and to the people and communities who depend upon them.

Mr Nigel Greenup has demonstrated exemplary leadership and an unwavering commitment to the protection and management of Australia's natural and cultural heritage, with regard to the Norfolk Island National Park and its community.

With more than 40 years of distinguished service in park and environmental management, Mr Greenup has made a sustained and significant contribution to the stewardship of Australia's protected areas. His career spans roles in local government in New South Wales and Queensland, extensive experience with the New South Wales National Parks and Wildlife Service, and voluntary service on ministerially appointed local land trusts in New South Wales. Across these positions, he has consistently advanced conservation objectives and strengthened community engagement in land and heritage management.

Mr Greenup served for just over six years as the Commonwealth National Park manager within the Department of Climate Change, Energy, the Environment and Water. In this role, he led key conservation programs and organisational initiatives, while representing the national park service with professionalism and integrity. His leadership on Norfolk Island was marked by the development of strong, constructive relationships based on trust, cooperation, and a shared commitment to protecting natural and cultural values.

Throughout his tenure, Mr Greenup promoted collaborative approaches to environmental management, ensuring that conservation and cultural heritage outcomes were achieved through genuine partnership with the Norfolk Island community. His efforts have contributed to healthier ecosystems, enhanced organisational capability and more empowered local stakeholders.

Mr Greenup's career reflects a distinguished and enduring commitment to public service, environmental stewardship and the wellbeing of his staff. He leaves a legacy of strengthened teams, resilient environments and communities actively engaged in the long-term care of Australia's protected places.

Public Service Medal (PSM)

Federal

Dr Jared Greenville, ACT

For outstanding public service to the Australian Bureau of Agricultural and Resource Economics and Sciences, and to research and agriculture, economics and food security policy.

Dr Jared Greenville has played a central role in enabling and enhancing comprehensive programs of economic analysis and scientific research across Australian agriculture, fisheries and forestry.

Dr Greenville significantly shaped the Australian Bureau of Agricultural and Resource Economics and Sciences' (ABARES) direction and impact, while guiding ABARES through a period of transformational change by modernising data infrastructure, streamlining operations and driving cultural renewal.

These reforms have strengthened ABARES's ability to respond to emerging challenges such as climate change, increasing biosecurity threats and global market disruptions, positioning ABARES as a nationally and internationally respected authority.

As a respected contributor to national and global forums, including the Organisation for Economic Co-operation and Development and the G20, Dr Greenville has exemplified the values of the Australian Public Service.

Through his strategic vision, dedication, leadership, and collaborative approach combined with international experience, Dr Greenville has made a lasting contribution to public policy and the communities that the government serves.

Public Service Medal (PSM)

Federal

Mr Michael John Hickey, Queanbeyan NSW 2620

For outstanding public service to youth development, youth safety and protection with the Australian Army Cadets and broader Defence.

Mr Michael Hickey has made an exceptional contribution to ensuring the Australian Defence Force's largest youth development program provides a safe yet challenging Army-like environment for generations of young Australians.

As the command safety manager and director, Mr Hickey has demonstrated an unwavering commitment to the safety and well-being of cadets and volunteers operating in diverse and often challenging environments and localities.

Amongst his many achievements is his outstanding work in transforming the Army Cadet Safety Management System to align with the outcomes of the Royal Commission into Institutional Responses to Child Sexual Abuse. This involved identifying and addressing concerns in the existing system that were placing cadets, the volunteer workforce and Army at heightened levels of risk. Mr Hickey developed a comprehensive plan including rewriting activity risk plans, improving volunteer safety training and developing a safety management system.

Mr Hickey's leadership, strategic awareness, commitment and sense of duty were particularly noteworthy and directly underpinned his exceptional work in transforming the Army Cadets Safety System and the broader Defence Youth Protection System.

Public Service Medal (PSM)

Federal

Ms Cassandra May Hobbs, ACT

For outstanding public service to the Australian War Memorial's National Collection.

As manager of Collection Logistics and Projects, Ms Cassandra Hobbs displayed exceptional skills, leadership qualities and expertise beyond what is expected of an officer at her level, by successfully delivering on the planning, preparation and safe installations of National Collection items.

She did this through extensive research, information gathering from industry experts, gaining qualifications in rigging, and compiling detailed plans for each historic object and documenting the extensive safety processes so tasks could be completed without incident.

Ms Hobbs's achievements include disassembly, reassembly and display preparation of the iconic Lancaster bomber, the towing of a Chinook helicopter 38.1 km through Canberra in the middle of the night, display of a Blackhawk helicopter reassembled 5 m in the air, and planning and execution of crane lifts for armoured vehicles.

Her careful and thoughtful approach to meeting the many challenges has contributed to the presentation of the new galleries and assisted in enabling the Memorial to remain open to the public throughout the Development Project.

Setting new standards for the safe technical management of a National Collection, Ms Hobbs had an enduring impact on enhancing the visitor experience for millions of visitors and veterans and the preservation of a significant part of Australia's history.

Facing complex and unprecedented collection logistics, Ms Hobbs delivered major technology and small object installations, set a new standard for safety in high-risk moves, and coordinated multidisciplinary teams with professionalism and skill. Her expertise, dedication and collaborative leadership have had and will have a profound and lasting impact on the Memorial.

Ms Hobbs's exceptional leadership, stakeholder engagement, contract management, passion, dedication and expertise were pivotal to the success of this major change at the Australian War Memorial.

Public Service Medal (PSM)

Federal

Ms Sally Anne Masters, NSW

For outstanding public service to the veteran community.

Ms Sally Masters has made a significant contribution through unwavering commitment to the welfare of soldiers, officers and veterans.

She has been pivotal in implementing comprehensive support services for soldiers grappling with injuries and mental health challenges and working to introduce measures to address the systemic failures identified by the Royal Commission into Defence and Veteran Suicide. Through her advocacy she has strengthened the provision of medical care, psychological support and family assistance, and helped to address factors contributing to veteran suicide.

Through her stewardship, Ms Masters has achieved meaningful improvements in mental health and wellbeing, fostering resilience and a culture of care within the military community. Beyond just system changes, her work has had tangible and lasting impact, improving the lives of military people and ensuring that Defence's approach to these sensitive matters reflects best practices and a strong duty of care.

Ms Masters demonstrates an admirable ability to balance technical expertise and compassion. Her exemplary leadership, exceptional professionalism, emotional intelligence, compassion, kindness and her pride to serve has created a safe and inclusive work environment. She has made a profound impact on the lives of those she has supported.

Public Service Medal (PSM)

Federal

Mrs Bo Robertson, ACT

For outstanding public service in reforms and government services to the Australian community

Overseeing the Government's delivery of Social Security and Welfare (Centrelink), Health (Medicare), and Integrity and Child Support operations at Services Australia, Mrs Bo Robertson has led transformational organisational change resulting in measurable improvements to the experience of the Australian community with Services Australia.

Through her leadership Mrs Robertson has delivered significant reform and operational improvements at Services Australia. She led teams to significantly reduce backlogs of customer claims and calls, enabling Services Australia to answer calls faster and ease congestion. Her guidance in streamlining thousands of phone lines, queues and staff skill tags has ensured customers receive the right support through a simpler, more effective experience.

Mrs Robertson's leadership capability, her exceptional strategic foresight and commitment to service excellence ensure her team consistently demonstrate the same passion, energy and commitment that she models every day. Her contributions have set a benchmark for excellence and have delivered tangible benefits to the Australian community.

Public Service Medal (PSM)

Federal

Mr Achilleas Nicholas Shizas, NSW

For outstanding public service in leadership and integrity through the establishment of the Operation Protego Integrity Taskforce.

Mr Nicholas Shizas's work in co-leading the establishment of the Australian Public Service (APS)-focused Operation Protego Integrity Taskforce represents a landmark in strengthening system integrity within the APS.

By holding APS employees accountable for serious breaches of trust, enabling critical data-sharing reforms and preventing compromised individuals from joining the APS and potentially undermining democratic processes, he has protected both public money and the credibility of government institutions.

Establishing the taskforce quickly posed both legal and reputational challenges. At all times, Mr Shizas persisted to deliver outcomes that safeguarded integrity and upheld the reputation of the APS. His approach was both principled and pragmatic and ensured appropriate and lawful sharing of sensitive intelligence across the APS.

His extraordinary achievements demonstrate technical excellence, tenacity and an unwavering commitment to the highest standards of public service. His work has also directly advanced the Government's APS reform agenda and set a new benchmark for integrity-focussed collaboration across agencies. His contribution has reinforced the APS reform agenda, exemplified stewardship, and delivered enduring benefits to the Commonwealth.

Public Service Medal (PSM)

Federal

Mrs Janice Ann Silby, Magill SA 5072

For outstanding public service as South Australian Deputy Commissioner for the Department of Veterans' Affairs.

In her role as South Australian deputy commissioner for the Department of Veterans' Affairs (DVA), Mrs Janice Silby has been a driving force behind many initiatives in the South Australian community that address challenges faced by veterans in transition, mental health and social integration.

She has done this through strategic leadership, collaboration and a deep understanding of veteran issues, by influencing policy, establishing and nurturing community networks and empowering countless individuals to access the support they need.

Her outstanding service has earned the trust of the veteran community, federal and state Members of Parliament and the respect of colleagues across government and in particular not-for-profit organisations.

Mrs Silby has also been a vocal advocate for Aboriginal and Torres Strait Islander peoples within the public service and in the broader veteran community and continues to serve as a model of excellence in future endeavours.

Mrs Silby's unwavering commitment to the values of integrity, compassion and veteran responsibility shows that at even at times of public scrutiny, true public service is not about recognition, but about impact.

Public Service Medal (PSM)

Federal

Dr Ranjith Subasinghe Arachchige, Campbelltown NSW 2560

For outstanding public service to plant biodiversity and to Australia's plant health surveillance.

Dr Ranjith Subasinghe Arachchige has made significant contributions to the early detection of exotic plant pests and the generation of data critical to aiding market access for Australia's agricultural products.

Dr Subasinghe Arachchige led the development and implementation of key foundational national governance arrangements, policies, standards and databases, including securing investment to build and maintain important national initiatives such as the National Health Surveillance Program.

His technical expertise, clear communication and sound negotiation skills, together with a collaborative and consultative approach, have been the key to success in these cross-jurisdictional arrangements. As a result, Australia has a systematic approach to the surveillance of plant pests with the ability to instigate a rapid response when exotic pests and diseases are detected, thus helping to safeguard the health of both agriculture and native plants.

Dr Subasinghe Arachchige has gained significant national traction as assistant director for his substantial and significant contribution to strengthening Australia's exotic plant pest surveillance while consistently upholding the principles expected of Australian public servants, including integrity, honesty, efficiency and respect.

Public Service Medal (PSM)

Federal

Dr Michael Barry Walker, QLD

For outstanding public service in transport safety, nationally and internationally.

During his time as a highly skilled aviation safety investigator and expert in human and organisational factors, Dr Michael Walker led dozens of high-profile, complex and systemic investigations.

One of his most significant achievements is as the primary architect and author of the Australian Transport Safety Bureau's best practice investigation methodology framework, which is used to build a detailed understanding of the circumstances during an accident or incident.

This methodology has been internationally recognised and adopted by numerous countries. It is also being used to develop the investigative capabilities of several Asia-Pacific countries under collaboration arrangements with the Department of Foreign Affairs and Trade.

Dr Walker made significant contributions to shaping the science of no-blame transport safety investigations and has provided substantial contributions to thousands of investigations. His pioneering work has saved countless lives, and he and his work are revered around the world.

Dr Walker has been deeply influential in transport safety investigations, reports and safety studies and has made a huge contribution to the development of future generations of investigators through his teaching and mentorship.

Public Service Medal (PSM)

Federal

Dr Nu Nu Win

For outstanding public service to improving the inclusiveness and diversity of the Australia Public Service.

Dr Nu Nu Win has made a profound and enduring contribution to the Australian Public Service (APS) through her leadership, embedding fairness, inclusion and evidence-based action into workforce policy design, resulting in better fair and inclusive outcomes.

Dr Win has been instrumental in shaping APS-wide strategies to reduce discrimination and bias in recruitment, promotion and talent management. Her analytical expertise, moral courage and ground-breaking insights have influenced reforms that strengthen diversity and inclusion across the APS, including the first APS Culturally and Linguistically Diverse employment strategy and action plan.

Beyond her research, Dr Win is a strong and effective leader, collaborator and communicator, engaging at all levels of the APS and with other employers. She has made a tangible difference, strengthening collective leadership on inclusion issues, supporting organisations to optimise their talent management and better reflecting Australia's multicultural community.

Her tireless advocacy has rippled and will continue to ripple out across the country to improve the workplace experiences of countless Australians. Dr Win's exceptional leadership and the significant pioneering impact of her work has contributed to reshaping the APS and other employing organisations.

Public Service Medal (PSM)

New South Wales

Dr Lanny George Chor, NSW

For outstanding public service to oral health service delivery in NSW.

Dr Lanny Chor is the clinical director, Oral Health, at the Hunter New England Local Health District. His career in public oral health has spanned over 30 years, including 10 years as chief dentist of NSW Health. His career has been distinguished by clinical excellence, innovation and commitment to patients. Dr Chor's leadership has transformed the accessibility of public dental services across NSW.

As chief dentist, Dr Chor co-led the delivery and implementation of the Oral Health Access Policy, a significant reform to the process for triaging patients. This work expanded services in rural and regional areas, enhanced patient experience, safety, quality and operational efficiency. He has also been instrumental in driving innovation through leading the first electronic oral health record in Australia. This work set a national benchmark and led to the integration of oral health into the NSW Health Single Digital Patient Record.

During the COVID-19 pandemic, when the nature of dental care posed unique infection control challenges, Dr Chor provided calm, informed and highly collaborative leadership. Working with professional bodies, regulators and Local Health Districts, he guided both public and private dental services could continue providing care safely. His work ensured no COVID-19 transmission occurred in any NSW public dental clinics while maintaining access for patients in need.

A defining feature of Dr Chor's career has been his commitment to equity in oral health. He initiated the highly successful partnership between Hunter New England Local Health District and Awabakal Aboriginal Medical Service, creating culturally safe pathways to care that have improved oral health outcomes for Aboriginal patients. He also established innovative outreach models such as ResiDental, which delivers care directly into residential aged care facilities.

The impact of Dr Chor's work on the community is profound, enduring and far reaching. His leadership, integrity and service have transformed the delivery of oral health care in NSW.

Public Service Medal (PSM)

New South Wales

Mr Gareth Paul Collins, Rozelle NSW 2039

For outstanding public service in urban design in NSW.

Mr Gareth Collins has given more than 25 years of exemplary service to the people of New South Wales through the transport infrastructure sector. Having held previous roles with NSW Public Works, the Roads and Traffic Authority and Roads and Maritime Authority, he was the director of Urban Design, Roads and Waterways at Transport for NSW where he led a multidisciplinary team that provides strategic urban design advice.

Mr Collins co-authored and led the development of numerous influential and nationally award-winning policies including Beyond the Pavement, Bridge Aesthetics and the Guideline for Landscape Character and Visual Impact Assessment. These breakthrough guidelines shifted urban design from a peripheral consideration to an essential component of projects, and they are now foundational references across Transport for NSW, as well as being regarded as exemplars nationally.

His guidance, design influence and strategic oversight can be seen in nearly all the road infrastructure projects delivered in NSW over the past twenty years, including the iconic Seacliff Bridge, NorthConnex, WestConnex, M12, Northwest Transitway, Lane Cove Tunnel, Great Western Highway, Pacific Highway and South Coast bypass projects, Sydney Gateway, Windsor Bridge, Rozelle Interchange and Rozelle Parklands.

He has championed cultural change within government by building professional capability and through the establishing of urban design training programs. He has advanced and embedded Aboriginal perspectives in infrastructure planning and delivery by expanding the remit of Beyond the Pavement into the Connecting with Country initiative. He has also demonstrated leadership beyond government through his service as NSW president and fellow of the Australian Institute of Landscape Architects.

Mr Collins's work has set new design standards in engineering projects that will be evident for a lifetime. His leadership has mitigated the impacts of large-scale infrastructure on surrounding communities by ensuring roads and bridges function not only as transport routes but also as integrated places that support safety, accessibility, environmental quality, local identity and civic pride.

Public Service Medal (PSM)

New South Wales

The late Ms Felicity Claire Finlayson, NSW

For outstanding public service to engineering and transport services in NSW.

The late Ms Felicity Finlayson has devoted more than two decades to public service in the transport sector, serving most recently as director, Motorway Partnerships at Transport for NSW. In this senior leadership role, she has been responsible for representing the NSW Government in the management of Sydney's private motorway and tunnel concessions, overseeing complex Public–Private Partnerships that underpin the operation of the city's toll road network.

Beginning her career as a tunnel engineer, she contributed to the design and construction of major projects including Sydney's Eastern Distributor, before moving into senior management roles. As a leader, Ms Finlayson has overseen all of Sydney's private toll roads and tunnels, providing strategic oversight of technical, commercial and governance matters, to ensure safe, reliable and integrated operations.

Ms Finlayson is nationally recognised for her expertise in tolling and tunnel operations, and she has led industry-wide reforms in toll compliance and interoperability, strengthening regulatory frameworks and improving customer outcomes. Beyond operational matters, Ms Finlayson's inclusive leadership and mentorship have strengthened capability within the organisation, particularly for younger engineers and women in the profession. She has extensive corporate knowledge and is patient and willing to share her invaluable understanding of legacy decisions and historical context.

The impact of Ms Finlayson's work is felt daily by the millions of people who rely on Sydney's motorway and tunnel network. Through her leadership, the city's toll roads operate as an integrated system that supports safe, efficient and reliable travel. Her emphasis on customer service has driven significant improvements in response times to customer enquiries, clearer communication and more consistent handling of tolling issues. Reforms she championed in toll debt recovery and compliance have contributed to fairer outcomes for customers while supporting the financial sustainability of the network.

Public Service Medal (PSM)

New South Wales

Ms Kiersten Emma Fishburn, NSW

For outstanding public service to local government administration and planning reform in NSW.

Ms Kiersten Fishburn has provided outstanding service to the people of New South Wales through more than 25 years of distinguished public sector leadership across local and state government. Since 2023, she has served as secretary of NSW Department of Planning, Housing and Infrastructure, leading one of the state's most complex and high-impact portfolios at a time of exceptional pressure on housing supply, planning reform and infrastructure delivery.

As chief executive officer of Liverpool City Council, she provided decisive leadership during a period of significant growth and change, helping to revitalise one of Sydney's fastest-growing regions. Her contribution to local government was underpinned by her ability to unite diverse stakeholders, her people-centred approach and commitment to improving outcomes for communities.

Throughout her career, Ms Fishburn has demonstrated an exceptional ability to translate complex policy challenges into practical, outcomes-focused solutions that deliver lasting public value. As secretary, she successfully oversaw the successful passage of the Environmental Planning and Assessment Amendment (Planning System Reforms) Bill 2025. This reform strengthened collaboration, streamlined decision-making and addressed long-standing system complexity.

A major achievement has been her leadership of initiatives to increase housing supply and diversity, including the Transport Oriented Development Program, the Low and Mid-Rise Housing Policy and the NSW Housing Pattern Book. She played a key role in establishing the Planning Delivery Unit in 2020, now the Development Coordination Authority, a central point of contact across government working to deliver 377,000 new homes over five years under the National Housing Accord.

Ms Fishburn has also delivered reforms in senior roles across Transport for NSW and as chief executive of the Office of Local Government, strengthening city planning, active transport, workforce capability and local government performance.

Her work has delivered lasting public value, improving access to diverse housing and strengthening trust in a more transparent, efficient planning system.

Public Service Medal (PSM)

New South Wales

Dr Jan Fizzell, NSW

For outstanding public service to health in NSW.

Dr Jan Fizzell has devoted more than 25 years to healthcare in New South Wales and is currently clinical lead in the Office of the Deputy Secretary, Population and Public Health and the Chief Health Officer, within the NSW Ministry of Health. A specialist public health physician, she has worked across clinical practice, policy development and system leadership, providing strategic and expert medical advice on population health, disease prevention, emergency preparedness and health economics. Her role sits at the critical intersection between clinical medicine and public health policy, where she has consistently guided evidence-based decision making to improve health outcomes for NSW citizens. Throughout her career, she has exemplified integrity, compassion and a strong commitment to fairness, earning the respect of colleagues across government and the health system.

During the COVID-19 pandemic, Dr Fizzell played a pivotal leadership role, providing clear and accurate advice at a time of unprecedented uncertainty. Her initiative, 'Chat with Dr Jan', became a trusted and accessible source of public health information for the wider community and particularly for people from culturally and linguistically diverse backgrounds who face additional barriers to accessing health information.

Her provision of expert leadership in multicultural health communication has contributed to the development of key resources that support accurate communication and countered misinformation. Through ongoing collaboration with the NSW Multicultural Health Communication Service, Dr Fizzell has improved health literacy, strengthened engagement with community and faith leaders and supported equitable access to health care.

A committed mentor and educator, Dr Fizzell has supervised postgraduate public health students for more than a decade and contributed to professional education and training across NSW Health and academic institutions.

Through sustained excellence, humanity and dedication to equity, Dr Fizzell has significantly strengthened public health in New South Wales and improved the wellbeing of the communities she serves.

Public Service Medal (PSM)

New South Wales

Mr David Charles Glasson, NSW

For outstanding public service to the maintenance and conservation of the Pyrmont Bridge in NSW.

Mr David Glasson is the supervisor bridge maintenance at the NSW Department of Planning, Housing and Infrastructure. Since 1987, he has been responsible for the operation, maintenance and conservation of the Pyrmont Bridge, the world's oldest surviving electrically operated swing span bridge. Trained in marine and mechanical engineering, he has overseen the functioning of a highly complex heritage asset whose original machinery remains in use and for which no manuals or readily available spare parts exist. His role has required exceptional technical judgement and constant vigilance to ensure the bridge operates safely at the heart of Sydney Harbour.

Mr Glasson has demonstrated rare expertise in mechanical conservation and heritage infrastructure. When the bridge's swing mechanism failed after major refurbishment works in the late 1980s, he diagnosed and repaired faults that had eluded contractors and engineers, restoring full operation and establishing himself as the bridge's principal custodian. He has since led or advised on every major mechanical and structural restoration, including complex lifting and reloading of hundreds of tonnes of bridge structure, truss and pier replacement, and innovative maintenance methods that allowed the bridge to remain open during works.

He is known for his commitment to mentoring apprentices, tradespeople and engineers, ensuring specialised skills are documented and passed on to future custodians. His long-standing voluntary support to Indigenous youth through the Tribal Warrior Association has helped develop maritime skills, confidence and employment pathways. Through public demonstrations, guided tours and the exhibition of detailed working models, he has also contributed to broader understanding of engineering heritage.

The impact of Mr Glasson's service extends far beyond the mechanics of a single structure. His stewardship has kept the Pyrmont Bridge in continuous and safe operation for millions of pedestrians, commuters, tourists and maritime users. His work has preserved an item of engineering heritage, allowing it to function as part of a modern city.

Public Service Medal (PSM)

New South Wales

Mr Kenneth David Harrison, Dubbo NSW 2830

For outstanding public service to emergency response and management in NSW.

Mr Ken Harrison has dedicated more than 30 years of service to the people of New South Wales. He currently serves as director, Central West Orana and Far West Regional Delivery Team at the NSW Reconstruction Authority where he has demonstrated compassion, leadership, integrity and innovation in the coordination of large-scale disaster recovery and long-term regional resilience initiatives.

Following the 2022 Central West floods, Mr Harrison was appointed as the Regional Recovery Coordinator. Over the past three years, he has contributed to recovery and response efforts across 22 declared natural disasters in the region, which covers more than half the state. His work has strengthened collaboration, accountability and preparedness, resulting in improved housing security, restored infrastructure and enhanced resilience to future disasters.

Following the floods, Mr Harrison provided strategic and operational leadership for a complex recovery effort involving the reconstruction of essential public assets, delivery of relief measures and close liaison with flood affected communities.

Mr Harrison's leadership continued beyond immediate recovery to assessing impacts and planning longer-term resilience measures. This led to the establishment of the Central West Recovery and Resilience Package, including a Community Assets Program to support councils in restoring and improving flood-damaged infrastructure. He established the Central West Community Leaders Forum to facilitate collaboration and coordination across councils in the allocation of this funding.

He also played a central role in the design and delivery of the Resilient Homes Program and secured funding for critical infrastructure such as road reconstruction projects and a water pipeline to boost water security for the Parkes community. Mr Harrison's leadership and service delivered enduring benefits for communities across the Central West. His calm, transparent and community-centred approach fostered trust and ensured continuity of essential services in a time of significant trauma.

Public Service Medal (PSM)

New South Wales

Ms Joanne Jarvis, Grays Point NSW 2232

For outstanding public service to education in NSW.

Ms Joanne Jarvis has devoted more than 40 years to public education, serving the people of New South Wales as a teacher, then school and system leader. Since 2018, she has been serving as the founding director of the NSW Department of Education's School Leadership Institute which provides development programs, resources and support for current and future NSW public school leaders at every career stage.

Ms Jarvis's service reflects both depth of expertise and sustained influence across the education system. Early in her career, she played a pivotal role in statewide assessment reform as a senior assessment officer at the former NSW Board of Studies, where she helped implement the School Certificate grading and reporting system and ensured the validity and reliability of HSC examinations. In her roles as principal of both Engadine High School and Georges River College, she was an innovative, collaborative and trusted leader who demonstrated a strong commitment to public education.

Her most significant achievement has been the establishment and management of the NSW School Leadership Institute. Under her direction, the Institute has grown from a single program into a comprehensive, evidence-informed leadership development system which supports teachers through to principals and executives. Working together with universities and other academic institutions, she has embedded research partnerships, rigorous evaluation and practitioner inquiry into every aspect of the Institute's work. Her work has directly influenced the capability and confidence of thousands of school leaders from cities and regional and remote areas. This work has had a direct flow-on-effect to classroom teaching quality, student learning and wellbeing and school culture.

Ms Jarvis is widely recognised for her warmth, integrity and intellectual rigour, and for her ability to bring people together around shared purpose. Through four decades of service, she has transformed leadership practice in NSW public education, leaving a legacy that continues to benefit students, educators and communities across the state.

Public Service Medal (PSM)

New South Wales

Ms Veronica Anne Lee, NSW

For outstanding public service to NSW and local government in Sydney.

Miss Veronica Lee has served the people of New South Wales for more than 30 years across senior roles in state and local government, working in complex, high-risk areas, including emergency management, counter-terrorism and city service delivery. As executive director at the City of Sydney, her leadership helps to ensure the delivery of essential services that directly affect the daily lives, safety and wellbeing of residents.

At the time of heightened global threat following the September 11 terrorist attacks, Miss Lee served as director of the Security and Recovery Coordination Branch in the Department of Premier and Cabinet. She played a central role in developing and implementing counter-terrorism and security frameworks. Her leadership in developing the NSW Counter Terrorism Plan, the NSW Surface Transport Security Management Framework and the NSW Critical Infrastructure Protection Framework significantly strengthened preparedness and response capability and laid the foundation for systems and processes that endure today.

As deputy state emergency recovery controller and deputy chief executive of Emergency Management NSW, Miss Lee led the development of the first NSW Recovery Plan. She also restructured Emergency Management NSW and established coordinated funding and governance arrangements for disaster recovery across the state. In local government, Miss Lee has delivered major operational improvements, managing critical city services through periods of industrial action, directing complex environmental remediation works such as asbestos contamination in parks, and driving reforms that strengthened service continuity, accountability and governance. During the COVID-19 pandemic, she was a key member of the City of Sydney's Crisis Management Team, ensuring essential services continued uninterrupted while protecting staff and community safety in fast-moving and uncertain conditions.

Through integrity, decisiveness and collaborative leadership, Miss Lee has delivered outcomes that have contributed to saving lives, strengthened public trust and improved the everyday experience of communities across New South Wales.

Public Service Medal (PSM)

New South Wales

Mr Andrew Mattes, NSW

For outstanding public service to air quality and climate change policy in NSW.

Mr Andrew Mattes is a highly experienced and widely respected public servant with more than 33 years of continuous service for New South Wales, currently serving as senior manager, Sustainability, Environment & Safety Policy at Transport for NSW. Across his career at the NSW Environment Protection Authority, NSW Roads and Maritime Services, and Transport for NSW, he has provided independent, scientifically credible and evidence-based advice on complex environmental, infrastructure and policy matters, consistently balancing regulatory integrity, government priorities and long-term community benefit and safety.

Mr Mattes has unique multi-disciplinary expertise spanning air quality management, energy systems, greenhouse gas emissions, climate change mitigation and adaptation, environmental assessment, regulation, policy and strategy and community engagement. His work has shaped environmental regulation and infrastructure delivery across NSW.

A key achievement is his work in leading the development of the technical and policy framework for the assessment and management of air pollution in NSW. He also drove the development of the policy framework for the assessment of motorway tunnels throughout the state. Working through challenging air quality ventilation engineering, environmental and human health solutions, his contributions improved public health protections while enabling more efficient and effective infrastructure design and delivery.

Mr Mattes's critical insight and technical direction have been paramount in driving the achievement of Net Zero and energy targets and ensuring long-term management of climate change and air quality risks. He was the lead author of the NSW Future Energy Strategy and NSW Future Energy Action Plan, which directly informed decisions to transition NSW's electrified rail network to 100 per cent renewable electricity, delivering savings of more than 500,000 tonnes of carbon dioxide equivalent per year, or approximately 0.5 per cent of NSW's emissions.

His work and influence have progressed the National Reform agenda on decarbonisation, fundamentally shifting how carbon emissions are evaluated and integrated into economic decision-making for major infrastructure business cases, influencing practice across NSW and nationally. His work has guided lower-carbon investment decisions and strengthened NSW's response to climate change risks.

Public Service Medal (PSM)

New South Wales

Mrs Kathy Powzun, Mortdale NSW 2223

For outstanding public service to education in NSW.

For 30 years Mrs Kathy Powzun has demonstrated exemplary leadership in public education in New South Wales. She currently serves as executive director, Public Schools - Regional South and Connected Communities within the NSW Department of Education, leading one of the most complex education portfolios across metropolitan, regional, rural and remote communities.

Following the 2019–20 Black Summer bushfires, she established and led the department's first Bushfire Relief Strategy Directorate. In the aftermath of widespread devastation, she coordinated trauma-informed recovery support for impacted schools, restoring continuity of learning, stabilising staffing and bringing reassurance to communities experiencing profound loss. Her work created a system-wide disaster recovery model that has since become embedded practice, strengthening preparedness and resilience for the future.

Mrs Powzun's stewardship of the Connected Communities Strategy has strengthened co-governance with Aboriginal communities, ensured alignment with the Walking Together, Working Together Partnership Agreement (2020–2030), and embedded local decision-making across schools. These authentic partnerships have resulted in tangible improvements in attendance, retention and cultural safety.

In her current role, Mrs Powzun has successfully navigated significant organisational reforms which have been grounded in collaboration, accountability and equity. A respected and humble leader, she is a mentor for staff, sharing her knowledge to create strengthened capability in the sector.

Mrs Powzun's work in public education has been transformative for staff and students alike. She has uplifted educational outcomes for students, strengthened the wellbeing and capability of school leaders and staff, and fostered trust between schools, communities and government.

Public Service Medal (PSM)

New South Wales

Mr Greg Wells, NSW

For outstanding public service to government service delivery in NSW.

Mr Greg Wells has had a distinguished public service career of more than 20 years serving in various roles with NSW Health, Family and Community Services, as the NSW government chief information and digital officer and, since 2022, as managing director of Service NSW. His career achievements reflect sustained excellence in large scale digital transformation and customer service reform, improving access to essential support for millions of citizens.

As managing director of Service NSW, Mr Wells delivered a major organisational restructure that simplified operations and achieved significant cost savings without compromising service quality or staff engagement. Under his leadership, Service NSW has continued to innovate, improving digital platforms, streamlining processes and enhancing accessibility for vulnerable customers. He has led the delivery of landmark innovations in digital licensing and credentials, enhancements to the Service NSW app, and the advancement of secure digital identity solutions, while strengthening cyber security, data governance and ethical technology use across government.

A key achievement has been improving the state's capacity to support communities following natural disasters such as Tropical Cyclone Alfred, the mid-north coast floods and the Broken Hill power outages. Service NSW has played a central role in crisis response and recovery, enabling rapid access to financial relief, grants and replacement documentation. His collaborative approach, working with emergency services, the NSW Reconstruction Authority, other agencies and the Commonwealth, has improved outcomes and reinforced public trust.

As government chief information and digital officer, he led whole-of-government digital modernisation. He championed and scaled the Digital Restart Fund, enabling projects that digitised critical services, streamlined major development approvals and improved millions of customer interactions annually.

Mr Greg Wells's work has transformed how citizens interact with government, making services faster, simpler, more accessible and more reliable, both in everyday interactions and during times of crisis.

Public Service Medal (PSM)

Victoria

Ms Jayne Dennis, VIC

For outstanding public service in forensic disability services.

As manager and general manager of Forensic Residential Services within Forensic Disability Services at the Department of Families, Fairness and Housing, Ms Jayne Dennis's public service and exceptional leadership in the development and delivery of forensic disability services in Victoria played a critical role in shaping a world-leading response for people with disability who are in contact with the justice system.

Ms Dennis's outstanding service is defined by her ability to balance community safety with a strong commitment to human rights, dignity and evidence-based practice. She has been instrumental in developing and strengthening residential services that support individuals with complex needs in highly regulated and challenging environments. Her leadership has directly contributed to reduced recidivism among people with cognitive impairment and to supporting independence.

A significant achievement has been Ms Dennis's leadership of the Therapeutic Feedback Model within forensic residential facilities. She translated this model from a conceptual framework into a practical, embedded practice guide, empowering clients to build insight, skills and accountability while supporting offence-free lives. This model is now being considered for broader implementation across other services and jurisdictions, reflecting its impact and innovation.

Ms Dennis is widely respected for her empowering, values-driven leadership style. She mentors and develops staff, fosters a positive and courageous workplace culture, and leads by example, often personally responding to critical incidents outside business hours to support staff and residents. Her hands-on approach, integrity and transparency inspire confidence across the workforce and sector.

Beyond operational excellence, Ms Dennis has influenced legislation, treatment approaches and national practice in forensic disability services. Through leading with innovation and compassion, her work has positioned Victoria as a leader in the field and contributed to safer and more inclusive communities.

Public Service Medal (PSM)

Victoria

Ms Maria Marantos, VIC

For outstanding public service in gambling harm minimisation and regulatory reform.

Ms Maria Marantos has dedicated almost two decades of distinguished public service to reducing gambling harm and ensuring that Victoria's gambling industry operates with integrity, fairness, and accountability. Throughout her career, she has demonstrated exceptional leadership in the design and implementation of nation-leading regulatory reforms that have delivered tangible benefits to the Victorian community.

Ms Marantos has played a pivotal role in shaping Victoria's gambling harm minimisation framework, including the development and statewide rollout of YourPlay, Australia's first voluntary pre-commitment system for electronic gaming machines. Her sustained leadership over more than a decade ensured YourPlay became embedded across more than 500 venues and the Melbourne casino, laying the foundation for the current implementation of mandatory carded play and pre-commitment, an Australian first.

Since her appointment as director of Operations and Major Licences in 2020, Ms Marantos has provided frank, fearless, and evidence-based advice to ministers and senior executives during periods of heightened scrutiny, including following the Royal Commission into the Casino Operator and Licence. She oversaw the implementation of extensive reforms at Crown Melbourne to restore regulatory integrity, led the establishment of a new statutory gambling regulator, and successfully managed the transition of Victoria's wagering and betting licence. Her design and delivery of the 2023 gaming machine surrender scheme further strengthened harm-minimisation outcomes across the sector.

Beyond her technical expertise, Ms Marantos is widely respected for her commitment to developing future public sector leaders, including leaders to support a gambling industry that is safe and fair. She consistently role models Victorian Public Sector values and has mentored and empowered staff who now hold senior roles across government.

Public Service Medal (PSM)

Victoria

Mr Daniel Joseph O’Kelly, Coburg VIC 3058

For outstanding public service in child protection and community services reform.

Mr Danny O’Kelly’s outstanding service is demonstrated through his leadership of significant system reforms that have strengthened safeguarding, accountability and service quality across the community services sector. He has worked across frontline delivery, policy and executive leadership roles, bringing deep operational insight and a consistent focus on client outcomes. His leadership style is values-driven, collaborative and pragmatic, ensuring that the rights, safety and dignity of service users remain central to decision making.

In 2023–2025, Mr O’Kelly led major reform of Victoria’s out-of-home care placement system, addressing long-standing inconsistencies in oversight and safeguarding for children and young people in residential care. This included consolidating placement governance, strengthening practice consistency, and driving a significant shift to ensure children with complex needs were supported within safer, regulated environments. These reforms have delivered improved transparency, risk management and care outcomes for some of Victoria’s most vulnerable children.

Mr O’Kelly also played a pivotal role in the redevelopment and implementation of the Child Protection Operating Model in 2024–2025, the first substantive review in over a decade. His leadership embedded workforce and structural reforms that strengthened supervision, case allocation and risk assessment, ensuring practitioners are better supported to keep children safe and families together wherever possible.

Mr O’Kelly’s contribution has had a profound and lasting impact on Victoria’s service system. He has strengthened organisational capability, fostered genuine partnership with the community sector, and set higher standards of practice, accountability and collaboration. His leadership continues to deliver fairer, more responsive and more effective services for children, families and communities across the state.

Public Service Medal (PSM)

Victoria

Mr Dougal John Purcell

For outstanding public service in leadership and reform within Victoria's agriculture sector.

Mr Dougal Purcell's extraordinary leadership as a senior executive in Agriculture Victoria and the Department of Energy, Environment and Climate Action has had a transformative impact on Victoria's agriculture sector and rural communities, particularly during periods of crisis and transition.

Mr Purcell's outstanding service is characterised by his ability to lead complex, whole-of-government responses that deliver practical, community-focused outcomes. He has championed a collaborative 'one government' approach, uniting government agencies, industry, local councils and communities to ensure policy and program delivery is grounded in real-world needs.

Mr Purcell has led major responses to significant challenges facing the agriculture sector, including drought, floods, fires, the COVID-19 pandemic and industry shocks. Notable achievements include establishing and chairing the Agriculture Industry Reference Group during COVID-19 to coordinate sector-wide communication; leading engagement with communities impacted by the 2019-20 and 2026 bushfires; overseeing the 2022 flood response and recovery support in northern Victoria; and playing a central role in supporting the dairy sector during the milk price crisis. Most recently, he was instrumental in establishing the Premier's Drought Taskforce and delivering a drought support package in response to the 2024–25 drought.

A defining feature of Mr Purcell's leadership is his hands-on, people-centred approach. His leadership has been pivotal in modernising business systems, driving the adoption of new technologies, and improving the accessibility and effectiveness of services for farmers and rural businesses. He is widely respected for his integrity, empathy and willingness to engage directly with farmers, industry and regional communities, resulting in tailored support for vulnerable groups and improved trust in government. Mr Purcell's leadership has strengthened Agriculture Victoria and the Victorian Government, delivered lasting benefits for rural communities, and set a benchmark for excellence in public service focused on outcomes, resilience and community wellbeing.

Public Service Medal (PSM)

Victoria

Ms Elizabeth Fiona Sampson, Williamstown VIC 3016

For outstanding public service in leading land management reforms in Victoria.

Ms Elizabeth Sampson's outstanding leadership and innovation in public land management reform in Victoria has delivered history-making reforms that protect some of the state's most iconic landscapes, including the Birrarung (Yarra River) and the Great Ocean Road coast, parks and environs.

Ms Sampson's service is exemplified by her leadership of complex, system-wide reforms that have fundamentally transformed how significant natural assets are governed. She was instrumental in the design and delivery of the *Yarra River Protection (Wilip-gin Birrarung murron) Act 2017* and the *Great Ocean Road and Environs Protection Act 2020*, which, for the first time in Victoria, recognises these landscapes in legislation as living and integrated natural entities. These reforms introduced holistic management frameworks that balance environmental protection, cultural recognition, community interests and economic activity.

Central to Ms Sampson's work is her strong commitment to self-determination and genuine partnership with Traditional Owners. She championed legislative recognition of the intrinsic connection of Traditional Owners to Country, resulting in Victoria's first Acts with bilingual preambles and enduring governance arrangements.

A highly regarded systems thinker, Ms Sampson designed robust, evidence-based frameworks to support sound analysis, decision-making and delivery. She led complex advisory bodies, taskforces and reference groups, navigating competing interests, tight timeframes and public scrutiny with integrity and a collaborative approach. Her leadership of extensive public consultation processes and coordination of expert technical advice ensured reforms were inclusive, durable and widely supported.

Ms Sampson's contribution has delivered lasting environmental, cultural, social and economic benefits for Victoria and established new benchmarks for public land management that will benefit current and future generations.

Public Service Medal (PSM)

Victoria

Mr David Sheehan, Bendigo VIC 3550

For outstanding public service in strengthening drinking water safety and public health protection.

Through senior regulatory and technical leadership roles across government and the water sector, Mr David Sheehan's outstanding and transformative contribution to drinking water safety, regulation and public health in Victoria, Australia and internationally has shaped world-leading approaches that continue to protect communities every day.

Mr Sheehan's service is defined by his leadership in developing and embedding preventive, science-based approaches to drinking water safety. He played a central role in the design and implementation of Victoria's Safe Drinking Water regulatory framework, pioneering a shift from reactive testing to proactive risk management. This approach became the benchmark nationally and influenced international practice, significantly strengthening protections against waterborne disease.

Mr Sheehan has also made an exceptional contribution beyond Victoria. He has actively shared expertise across Australia and internationally through advisory committees, industry networks and partnerships, including work supporting World Health Organization guidance and capacity-building initiatives in the Asia-Pacific and Africa. He also contributed significantly to forming a partnership with Vietnam to support the modernisation of water treatment in Viet Tri City. His commitment to knowledge-sharing and mentoring has helped build capability across generations of water professionals.

Throughout his career, Mr Sheehan has consistently demonstrated service excellence through collaboration, integrity and technical authority. His leadership has guided water utilities through complex regulatory change and contributed to the absence of major waterborne disease outbreaks linked to public water supplies. His influence continues to shape policy, practice and professional culture, delivering enduring public health benefits for Victorians and contributing to safer drinking water outcomes nationally and globally.

Public Service Medal (PSM)

Victoria

Ms Gina Wadden, VIC

For outstanding public service in workforce reform and public sector capability building.

As senior director, People Services at the Department of Justice and Community Safety, Ms Gina Wadden's outstanding public service and exceptional leadership in strategic human resources reform, workforce capability development and large-scale recruitment delivery across the Victorian public sector have enabled her to lead complex workforce mobilisation initiatives critical to the delivery of major government priorities and the continuity of essential public services.

Ms Wadden's service is exemplified by her leadership of high-risk, time-critical recruitment programs delivered under pressure. Most notably, she led the attraction, recruitment and onboarding of staff to enable the safe and on-schedule opening of the Western Plains Correctional Centre in 2024–25, a billion-dollar government priority delivered within an unprecedented six-month timeframe. Her strategic foresight, disciplined execution and innovative recruitment approaches ensured workforce readiness in a highly regulated and competitive labour market.

Ms Wadden has also played a pivotal role in delivering workforce responses to major community safety reforms. Following the announcement of bail reforms in 2025, she provided strategic oversight of recruitment pipelines, onboarding systems and workforce supports across Corrections Victoria and Youth Justice. This resulted in the successful placement of frontline staff under tight timeframes, ensuring the reforms could be operationalised at pace while maintaining workforce quality, cultural safety and integrity.

During the COVID-19 pandemic, Ms Wadden's leadership was critical to establishing and sustaining the workforce required for COVID-19 Quarantine Victoria. She delivered compliant, responsive workforce frameworks in a highly scrutinised environment, ensuring staff were recruited, supported and paid accurately and on time while safeguarding public health. Ms Wadden's contribution has strengthened workforce capability, governance and service delivery across the justice portfolio. Her values-driven leadership, focus on equity and commitment to service excellence have delivered lasting benefits for the Victorian public sector and the communities it serves.

Public Service Medal (PSM)

Victoria

Associate Professor Andrew Michael Wilson, Kew VIC 3101

For outstanding public service in clinical leadership and patient safety.

Dr Andrew Wilson's outstanding leadership and commitment to patient safety, clinical governance and system-wide health reform in Victoria as chief medical officer at Safer Care Victoria within the Victorian Department of Health has strengthened the safety, quality and resilience of Victoria's public health system, particularly during periods of extraordinary challenge.

His leadership was most evident during the COVID-19 pandemic, when he served in senior statewide coordination roles and provided calm, authoritative clinical guidance to government, health services and clinicians. As leader of the Victorian Respiratory Protection Program, Dr Wilson ensured infection prevention and respiratory protection measures were implemented consistently across health services, achieving compliance rates exceeding 95 per cent and safeguarding the health of frontline workers and patients.

Beyond crisis response, Dr Wilson has driven enduring system reforms that have delivered measurable benefits for patients, staff and the health system. He has led initiatives to modernise models of care, strengthen clinical governance and address workforce fatigue, improving staff wellbeing and sustaining safe service delivery in high-demand settings. His leadership of the Victorian Clinical Quality Registries Program has enabled real-time monitoring of clinical outcomes, reduced unwarranted variation in care and informed policy and practice improvements across the system.

Dr Wilson is widely respected for his integrity, clarity of communication and collaborative leadership. He has built strong relationships with clinicians, health service boards and executives, enabling difficult reforms to be implemented with trust and consensus. He is also recognised as a generous mentor who develops emerging leaders and fosters a culture of learning, accountability and continuous improvement.

Dr Wilson's contribution has anchored Victoria's health system through crises while strengthening its foundations for the future. His work has delivered safer care, improved patient outcomes and a more resilient, evidence-driven health system for all Victorians, exemplifying the highest standards of public service.

Public Service Medal (PSM)

Queensland

Mr Craig John Gardner, Burpengary QLD 4505

For outstanding public service in safety, wellbeing, and building capability across road and transport infrastructure for Queensland.

Mr Craig Gardner is a principal advisor with the Department of Transport and Main Roads (TMR). Throughout his 43-year career in the Queensland Public Service, he is recognised for championing a proactive team culture and significantly enhancing safety, quality and sustainability during the upgrade, maintenance and operation of Queensland's road and transport infrastructure within the metropolitan area.

Mr Gardner's innovative leadership has been instrumental in elevating the governance and roadworks inspection standards for TMR's construction and maintenance program of projects. Among his key contributions is establishing Queensland's Roadwork Inspector Occupation Group and a statewide career development framework. These initiatives empower inspectors to enhance their skills through nationally recognised qualifications evidenced by comprehensive field competency assessments. He has fostered a highly skilled, professional and collaborative network of inspectors critical to delivering and maintaining Queensland's transport infrastructure.

Mr Gardner has driven improvements in road and worker safety, including his leadership of the Review of Reduced Speed Zones at Roadwork Sites, setting new benchmarks for consistency and compliance. He developed the Fieldwork Safety Roadmap to provide a safe system of work for staff and Contractor Safety Assurance system procedures which enable project managers to focus on targeted safety elements. Mr Gardner promotes a positive team culture through initiatives such as the 'Leading by Example Challenge'. This initiative encourages staff to focus on good driver behaviour in government vehicles, providing an example for other road users.

Mr Gardner's contributions have had significant impacts on TMR, resulting in safer workplaces, a skilled workforce and outstanding project outcomes for the community. His initiatives, leadership and dedication during his career have empowered staff, improved safety, wellbeing and morale and have permanently enhanced the sustainability of ongoing capability development.

Public Service Medal (PSM)

Queensland

Associate Professor Helen Irving, QLD

For outstanding public service to paediatric health care in Queensland.

Associate Professor Helen Irving has dedicated more than 25 years to transforming paediatric healthcare in Queensland and beyond. A pioneer in paediatric oncology and palliative care, she established Queensland's first formalised paediatric palliative care service in 1999, setting a benchmark for compassionate, family-centred care.

Her leadership has driven innovation in service delivery, including early adoption of telehealth to support families in regional and remote communities, and outreach clinics for Aboriginal and Torres Strait Islander children. Associate Professor Irving's expertise in treating complex childhood cancers has earned her international recognition, while her advocacy has influenced legislation enabling tumour donation for research.

She founded the Clinical Ethics Consultation Service at Queensland Children's Hospital, ensuring ethical decision-making in complex cases. She also introduced Schwartz Rounds to Children's Health Queensland, the first in a Queensland Health hospital, fostering reflective practice and staff wellbeing.

Associate Professor Irving exemplifies integrity, innovation, and dedication to public service. As founding editor of *A Practical Guide to Palliative Care in Paediatrics* and a leader in national bodies such as the Australian and New Zealand Children's Haematology and Oncology Group, she has shaped policy, research, and clinical standards across Australia.

Her mentorship has guided countless clinicians, leaving a lasting legacy of excellence and compassion. Her pioneering work has transformed paediatric care for children and families across Queensland and northern New South Wales, and influenced both national and international practice and policy.

Public Service Medal (PSM)

Queensland

Mr Paul Anthony Walmsley, Yeppoon QLD 4703

For outstanding public service to the economic development of rural and regional Queensland.

Mr Paul Walmsley has dedicated more than 40 years to the Queensland Public Service, driving regional and rural economic development across the state. Through various leadership roles, Mr Walmsley transformed how services and economic initiatives are delivered in regional Queensland.

His achievements include the establishment of the One-Gov regional place leadership model, the creation of the Office of Rural and Regional Queensland and the development of the Rural Economies Centre of Excellence, all of which have led to economic growth and development in rural and remote communities, a stronger voice and influence on policy development and making regional place leadership a reality.

Mr Walmsley demonstrated outstanding service through his work in embedding place-based governance models, such as the One-Gov framework, which revolutionised agency coordination and prioritisation in regional areas. Mr Walmsley's achievements include driving aquaculture growth and diversification, supporting the evolution of Beef Week into an internationally recognised event and overseeing the development of critical infrastructure, such as the Rookwood Weir, which has brought with it region-defining water security and agricultural productivity.

His leadership, and particularly his mentorship of emerging leaders, has left a lasting legacy, as has his steady hand during crises, including the 2019 North Queensland Monsoon event, 2020 bushfires and the COVID-19 pandemic. These events exemplified his ability to deliver community-centred recovery efforts, ensuring long-term recovery and redevelopment.

Mr Walmsley's contributions have profoundly impacted rural and regional Queensland by strengthening governance systems, improving service delivery, and making sure the voices of regional and rural Queenslanders are heard. His efforts have empowered regional leaders, created jobs, encouraged investment and laid the foundation for sustainable rural economies. Mr Walmsley's legacy is one of quiet leadership, innovative thinking and unwavering commitment to the prosperity of Queensland's regional and rural communities.

Public Service Medal (PSM)

Queensland

Dr Sandy Wilson, QLD

For outstanding public service to child protection in Queensland.

Dr Sandy Wilson commenced work in the public service in 1986 as a childcare officer and has led and managed teams across both child protection and youth justice. Throughout this time, Dr Wilson has overseen statutory child protection and youth justice teams through periods of change and reform. For the past 13 years, she has held a senior officer role with leadership responsibilities spanning placement services, regional operations and quality practice.

Over the years, Dr Wilson has continually sought to expand her knowledge and depth of practice. She completed her PhD in 2005 and has worked in four regions and central office units, having established statewide service initiatives and undertaken statewide policy development, service review, research, training and frontline service management.

She is dedicated to child protection work and achieving great outcomes for children and families through quality practice and innovation. She leads in this area not only in the public service but also partners with non-government sector providers and research institutions. Dr Wilson's background supports her to draw on theoretical approaches and research evidence to inform her approach in developing service initiatives and intervening to address complex scenarios.

Dr Wilson's contribution to child protection has directly influenced practitioners and systems that have protected countless Australian children from serious harm and created safe pathways home for children when this has been an option.

Public Service Medal (PSM)

Queensland

Ms Dalassa Yorkston

For outstanding public service to the Aboriginal and Torres Strait Islander community and local government in Queensland.

For over 30 years, Ms Dalassa Yorkston has established a distinguished career in local government across mainstream and First Nations councils in Far North Queensland and the Torres Strait.

Ms Yorkston is the first Indigenous woman to be appointed as a chief executive officer of a mainstream Queensland local government council and one of the first female Indigenous chief executive officers of any Indigenous council in Australia. She has been a strong advocate for First Nations people and for the Torres Strait Island communities for decades.

She was appointed to the Referendum Council that addressed constitutional recognition of Australia's First Nations people, and is a signatory to the Masig Statement, Malungu Yangu Wakay (Voice from the Deep). Ms Yorkston successfully lobbied for the naming of a QANTAS Dash 8 aircraft that provides regular passenger transport services into Horn Island Airport as 'Horn Island Ngurupai', an outcome that was years in the making.

Ms Yorkston was instrumental in creating the Torres Shire Council's integrated planning program that provides a first-principles approach to planning while supporting an increased ability for the community to actively and meaningfully contribute to the future development of the region. This process responds to the unique local characteristics of the Torres community, including streamlining the assessment of straightforward development applications, supporting a merit-based assessment system for complex development applications and incorporating guidance materials such as colour coding and symbology.

Ms Yorkston was also a driving force in reinvigorating the local Regional Organisation of Councils and was successful in convincing the member councils that unity is the key to securing successful advocacy and future funding lies in developing strategic and operational plans for infrastructure projects that individual councils would struggle to achieve on their own.

Public Service Medal (PSM)

Western Australia

Mr Andrew George Brien, WA

For outstanding public service in reform across local government and community engagement and collaboration.

Mr Andrew Brien has worked in local government for over 30 years, including as chief executive officer of six councils across Queensland and Western Australia. His career has focused on improving governance, financial management, staff culture and community engagement.

In his current role at the City of Kalgoorlie-Boulder (CKB), Mr Brien has overseen a program of cultural and structural change in response to concerns raised by the then Department of Local Government, Sport and Cultural Industries. His efforts have contributed to improved internal practices and workplace culture, and the department concluded its review of CKB in early 2024.

Mr Brien has also supported initiatives aimed at improving engagement with Aboriginal communities. He has advocated for practical responses to transitional homelessness, including shelter for short-term visitors from remote areas. In 2025, he led a visit to Spinifex Country with local stakeholders to meet with the Paupiyala Tjarutja Aboriginal Corporation and discuss improvements to temporary accommodation facilities.

At a broader level, Mr Brien is leading a national research project into antisocial behaviour and transitional Aboriginal homelessness, involving multiple jurisdictions and service providers. He has contributed to policy development through his involvement in advisory groups and professional associations, including as vice president of the Institute of Public Administration WA.

Mr Brien's work has supported stronger relationships between different levels of government and contributed to changes in organisational practice across the sector. His approach has emphasised collaboration, practical solutions and responsiveness to community needs.

Public Service Medal (PSM)

Western Australia

Mrs Dannielle Lee Hill

For outstanding public service to the Shire of Carnarvon.

Mrs Dannielle Hill has served the Shire of Carnarvon for over 35 years, beginning her career shortly after leaving school in the early 1980s. In her role as executive assistant, she has supported three shire clerks, eight chief executive officers, and eight shire presidents, providing consistent, reliable service through decades of change.

Her contribution has extended well beyond administrative duties. Mrs Hill has taken on significant project responsibilities, including the coordination of two major redevelopments: the transformation of a former library into a modern Council Chambers, conversion of the old Chambers into new office space and redesign and refurbishment of the reception area. These projects were delivered in a remote regional setting, requiring resourcefulness and careful oversight, and are examples of her ability to manage complex tasks with limited access to external support.

Mrs Hill has also played a key role in the shire's response to numerous natural disasters, including floods, bushfires, cyclones and droughts. Her resilience and calm presence have been a steadying influence during challenging times.

Known for her discretion and integrity, Mrs Hill has been entrusted with confidential matters by successive leaders. Her deep understanding of community dynamics has made her a trusted advisor on sensitive issues, helping to guide the organisation through politically and socially complex situations.

Mrs Hill's long-standing service has had a lasting impact on the shire and the wider Carnarvon community. She is valued not only for her professional capabilities but also for her mentorship, local knowledge and commitment to public service in a remote and often demanding environment.

Public Service Medal (PSM)

South Australia

Mr Anthony Wayne Champion, SA

For outstanding public service to SA Health in regional South Australia.

Mr Anthony Champion is an innovative healthcare leader whose initiatives have redefined public health delivery in regional South Australia.

In late 2020, Mr Champion conceived and operationalised the Riverland Academy of Clinical Excellence, a training model that transformed the region into a net exporter of rural doctors. His digital leadership was equally impactful, overseeing a Sunrise Electronic Medical Record rollout across 59 regional hospitals, which was delivered under budget and ahead of schedule.

During the COVID-19 pandemic and Murray River floods, Mr Champion assumed statewide command roles, leading a culturally sensitive outbreak response in the Raukkan Aboriginal community by working with Elders, health workers and community leaders. He influenced statewide and national policy through workforce reform, digital innovation, and public health crisis response.

Mr Champion's efforts exemplify true public service ethos, distinguished by foresight, courage, and a long-standing commitment to improving healthcare access, safety and equity in regional South Australia.

Public Service Medal (PSM)

South Australia

Mrs Dianne Mary Simmons, SA

For outstanding public service as a nurse and midwife consultant in perinatal mental health.

Since the 1990s, Mrs Dianne Simmons has worked in midwifery at the Lyell McEwin Hospital and has been part of the Perinatal Mental Health Service for over 20 years.

Mrs Simmons played a key role in the introduction of the online perinatal mental health screening tools (iCOPE), enabling consistent and cost-effective antenatal screening. She has been instrumental in the growth of the Perinatal Mental Health Team from a small team to one that includes psychiatry, mental health nursing, psychology and social work.

Mrs Simmons has contributed to the development of the SA Health Perinatal Mental Health Practice Guidelines, to support consistent, high-quality care across the state. This service operates in the Northern suburbs, ranked in the top 1% nationally for socioeconomic disadvantage. Due to her compassion, advocacy and commitment, thousands of women have received compassionate and responsive antenatal and postnatal mental health care.

Public Service Medal (PSM)

South Australia

Ms Andrea Jane Smith, Surrey Downs SA 5126

For outstanding public service in logistics coordination and operational support within the South Australian Cabinet Office.

Ms Andrea Smith has dedicated 42 years to the South Australian Cabinet Office, serving as the senior cabinet officer for the state's highest decision-making body. Ms Smith has managed the logistics and integrity of Cabinet meetings across 130 locations.

Beyond operational excellence, Andrea led and developed a multi-year project to digitise the Cabinet process through the Electronic Cabinet Online application, which was in use for 10 years and was then replaced by the Shrike system. This led to the shift from paper-based systems to secure digital platforms, which revolutionised government efficiency, security and sustainability.

Ms Smith sets the benchmark for public service excellence, ensuring the continued robustness and accountability of the South Australian Government. Perhaps her most valuable contribution to the South Australian Government has been her role in mentoring successive generations of staff, including executives, policy advisers and executive support officers, in the Cabinet office, ministerial offices and all government agencies.

Australian Police Medal (APM)

Federal

Superintendent Alexander Middlemiss

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

Superintendent Alexander Middlemiss has served with the Australian Federal Police (AFP) for two decades, providing sustained and distinguished service across frontline policing, tactical operations, undercover operations, international deployments, specialist response roles and executive command.

He began his AFP career in 2006 with ACT Policing, serving as a frontline constable where he built an operational foundation in community policing. In 2008, Superintendent Middlemiss transitioned into specialist policing. Over the next decade, he served in the Tactical Response team within the Specialist Response Group and the AFP's undercover program, progressing from team member to team leader in high-risk operational environments and demonstrating significant operational capability and adaptability.

Superintendent Middlemiss's leadership pathway accelerated from 2016 when he moved into senior leadership roles and the inspector ranks within the AFP. By 2021, he had progressed to the executive, serving as a superintendent across several strategically important commands, including Operations Response, Command Readiness and National Dignitary Protection, where he had significant impact in the forward-facing delivery of policing services. During this period, Superintendent Middlemiss also graduated from the Australian War College, Command and Staff Course (R).

Throughout 2022-2023, he continued alternating between superintendent and commander roles within Specialist and Protective Command, with responsibility for strategic coordination, protection operations and national-level readiness. These assignments highlight his blend of operational leadership, organisational strategy and executive command experience.

From 2024 to 2026, Superintendent Middlemiss represented the AFP internationally as the senior responsible officer in Vanuatu, overseeing the regional program, policing capability and operational partnerships within the Pacific. His leadership was put to the test in December 2024 when a magnitude 7.3 earthquake struck Port Vila, resulting in significant loss of life and the failure of critical infrastructure. This humanitarian emergency rapidly escalated into a complex international crisis, during which Superintendent Middlemiss displayed calm, resourceful and effective command, enabling a coordinated Australian response.

Australian Police Medal (APM)

Federal

Assistant Commissioner Stephen Thomas Nutt

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

Assistant Commissioner Stephen Nutt has served with distinction for more than three decades in the Australian Federal Police (AFP), beginning his career in 1994. Throughout his service he has demonstrated strong leadership, operational expertise and a sustained commitment to Australia's safety and security.

From 1994 to the early 2000s, Assistant Commissioner Nutt held a range of postings across the former Northern Region, contributing to finance, corporate support, commercial crime and financial investigations. His rapid progression through investigative- and intelligence-focused teams established him as a capable and adaptable officer.

Between 2000 and 2010, he advanced through specialist roles in criminal assets, financial investigations and operational intelligence, supporting key Commonwealth law enforcement and national security priorities. His transition into leadership included managing frontline operations in Brisbane and Sydney, including with the Joint Counter Terrorism Team (JCTT). By 2008, he was appointed Brisbane coordinator for Counter Terrorism (CT), reinforcing his expertise in high-tempo national security and transnational crime operations.

From 2010 to 2015, Assistant Commissioner Nutt served internationally as Senior Liaison Officer, Beirut, leading regional security cooperation, complex offshore operations and international policing efforts in a high-risk environment. On returning to Australia, he held senior leadership roles across special operations, cybercrime, intelligence and aviation security in Sydney and Brisbane, and was consistently entrusted with team leadership and superintendent responsibilities.

From 2019 onwards, Assistant Commissioner Nutt assumed progressively more senior executive positions within Counter Terrorism and Special Investigations (CTSI). Over several periods he served as superintendent, commander, and from 2022 held senior SES-level appointments, including commander Special Investigations; assistant commissioner CT and Special Investigations.

Since 2024, Assistant Commissioner Nutt has continued as assistant commissioner CT and Special Investigations, shaping national counter-terrorism strategy, overseeing major operational responses, and strengthening Australia's protective security posture. Across his 30-year career, he has demonstrated professionalism, operational excellence, and deep commitment to public service. His leadership across domestic, international, intelligence, and counter-terrorism roles represent an outstanding contribution to policing and national security.

Australian Police Medal (APM)

New South Wales

Detective Sergeant Lorenda Jayne Barber

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

Detective Sergeant Lorenda Barber attested as a probationary constable on 16 February 1996 and was first posted to Redfern Police Station performing general duties. In 1999, she began a dedicated criminal investigation career. In 2001, she moved to the Child Protection Enforcement Agency where she attained her designation as a detective, devoting much of her career to protecting the most vulnerable in the community. In March 2009, she was promoted to the rank of sergeant and moved to a general duty team leader and supervisor role at Surry Hills Police Area Command.

Since 2012, Detective Sergeant Barber has committed her career to the Child Abuse Squad, working across a number of locations including metropolitan Sydney, The Entrance, Newcastle, the Hunter and the Mid North Coast and, more recently, in Port Macquarie.

Detective Sergeant Barber is an exceptional criminal investigator and an outstanding advocate for the protection of children. In her current role at Port Macquarie, she leads a team of investigators and has instilled a strong team culture to ensure reports of child abuse are thoroughly investigated and offenders charged.

Her strong, uncompromising work ethic, together with her commitment to investigating victim-centred crimes and child abuse offences, and her advocating for the safety of children, make Detective Sergeant Barber an outstanding role model for police officers across the state and, importantly, for the next generation of criminal investigators dedicated to the protection of children.

Throughout her career, Detective Sergeant Barber has demonstrated remarkable resilience, sound judgment and an unwavering commitment to protecting children from abuse. Her passionate advocacy and professional investigative skills, dedicated to the care for young vulnerable victims, has saved the lives of countless children and brought some of the most serious offenders to justice.

Australian Police Medal (APM)

New South Wales

Detective Sergeant Laura Therese Beacroft

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

Detective Sergeant Laura Beacroft joined the New South Wales Police Force (NSWPF) on 4 May 2001 and was posted to Blacktown Police Area Command, before commencing her criminal investigation career in 2004 and being designated as a detective in July 2005. In 2006, she transferred to the State Crime Command Child Protection and Sex Crimes Squad and was promoted to the rank of detective sergeant in August 2015. She was seconded to the Homicide Squad until 2018, after which she returned to the Sex Crimes Squad, where she currently serves as a team leader in the Investigations Team.

Detective Sergeant Beacroft has consistently demonstrated exceptional commitment and professionalism in her drive to improve the quality of investigative responses provided to victims of sexual violence in NSW. She has been commended for her dedication to major investigations, including unsolved homicides under Strike Force Womboola in 2004, and recognised for her contributions to Strike Force Borang, Strike Force Southwood in 2022, and Strike Force Middural, which examined serious offences involving young victims in Pennant Hills and South Turrumurra. More recently, she led a complex investigation into a serious incident involving a 17-year-old victim in Liverpool, resulting in the arrest of four alleged offenders.

Her significant body of work, relentless investigative tenacity and commitment to positive investigative practices that support the most vulnerable in the community set a clear example of commitment. The dedication and professionalism demonstrated by Detective Sergeant Beacroft highlight her unwavering contribution to the NSWPF and the community.

Australian Police Medal (APM)

New South Wales

Superintendent Darren William Brand

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

Superintendent Darren Brand attested as a probationary constable on 15 August 1997 and was posted to Blacktown Local Area Command. In December 1999, he transferred to Grong Grong Police Station in the Riverina District, returning to Blacktown in 2002 and later to Harden Police Station in 2004. In October 2006, he commenced duty as a prosecutor for the Metropolitan Court Unit and in 2009 transferred to Southern Rivers Court Circuit.

Superintendent Brand was promoted to the rank of sergeant soon after, and to the rank of senior sergeant in October 2011. In November 2013, he returned to uniformed duties at Wagga Wagga Police Station before transferring to Prosecutions in 2015 as the coordinator of the Southern Rivers Court Circuit. In July 2019, Superintendent Brand was promoted to the rank of inspector at Barrier Police District, and in November 2021 to the rank of superintendent as commander. In 2022, he transferred to the South Coast and in February 2026 took command of Lake Illawarra Police.

Superintendent Brand has spent much of his career serving rural towns in NSW. He has been acknowledged by his community with numerous awards and acknowledgements in appreciation of his police service. As commander of Barrier Police District, he initiated Operation Safer Communities to draw upon and connect the broad capabilities of the NSWPF to prevent, disrupt and respond to incidents of domestic violence.

His passionate advocacy for rural communities and focus on the wellbeing of regional police are well acknowledged. Over the course of his policing career, he has distinguished himself as an accomplished prosecutor and has taken on leadership roles in some of the most remote communities in the state.

Superintendent Brand is highly regarded by those he leads and is known as a hard-working, ethical and positive role model during challenging times. He has established strong connections with his community based on respect, pride and trust in the police force.

Australian Police Medal (APM)

New South Wales

Sergeant Sally Louise Cox

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

Sergeant Sally Cox joined the New South Wales Police Force (NSWPF) in March 1982 and is currently the longest-serving female officer in NSW, with almost 44 years of continual service. She has remained an operational and frontline officer throughout the course of her career.

Sergeant Cox was first posted to Redfern Police Station, followed by transfers to operational and investigative duties in Juvenile Crime, Crime Agencies, the Joint Investigation Response Team and Blue Mountains Local Area Command. In 2010, she was promoted to the rank of sergeant at Flemington, later returning to Penrith. Since 2020 she has been the team leader of the Nepean Domestic and Family Violence Unit, managing the state's largest volume of domestic violence incidents.

Since 1985, her career has primarily focussed on the Western Sydney metropolitan area. She has completed specialist investigative work in child protection, resulting in her designation as a detective in 1989. She has been a passionate advocate for victim support and protection, highlighted by her investigative work in the field of child protection and domestic-violence-related offences. She has worked closely with external agencies to ensure the ongoing needs of victims and the community are met following police intervention.

Leaning on her years of policing experience, she has become a strong role model for junior staff, generously sharing advice and guiding the next generation of police officers with patience, encouragement and genuine care. Throughout her career, she has demonstrated resilience, sound judgment and an unwavering commitment to community safety and has served as an inspirational example for women in policing.

Sergeant Cox is an accomplished police officer who continues to perform her duties with outstanding dedication, service, diligence and integrity.

Australian Police Medal (APM)

New South Wales

Detective Superintendent Adam Paul Johnson

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

Detective Superintendent Adam Johnson joined the New South Wales Police Force in January 1991, first posted to the Kogarah Patrol performing uniform duties before transferring to the Bankstown police station and pursuing a criminal investigation career.

In 2000, he transferred to the Miranda police station achieving his designation as a detective. He was promoted to a detective sergeant in 2003 and to a detective inspector in February 2007, within the Specialist Operations team. In 2017 he was appointed as the staff officer to the Deputy Commissioner of Metropolitan Field Operations.

In 2019 Detective Superintendent Johnson transferred to Surry Hills Police Area Command as a crime manager. In August 2020, he was promoted to the rank of superintendent and took command of Auburn Police Area Command, and later serving as the commander of Bankstown police station from 2021.

His transfer to Bankstown police station coincided with the strict COVID-19 lockdowns, requiring him to quickly establish strong relationships with community, religious and political leaders to maintain positive police-community relations. In addition to leading the community through the Delta and Omicron COVID-19 outbreaks, Detective Superintendent Johnson led policing operations into a number of high-profile organised crime network murders, shootings and critical incidents.

In 2024 Detective Superintendent Johnson transferred to be the operations manager for the Central Metropolitan Region which has involved leading roles for policing significant protest activity. This included commanding the Sydney Harbour Bridge protest in August 2025, considered as one of the largest protest ever held in Australia.

Detective Superintendent Johnson exemplifies professionalism, courage and an unwavering commitment to policing. He has set the highest standards of integrity, authentic leadership in the protection of the vulnerable, community cohesion and the betterment of the policing profession.

Australian Police Medal (APM)

New South Wales

Chief Inspector Paul Edwin Martin

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

Chief Inspector Paul Martin joined the New South Wales Police Force (NSWPF) as a probationary constable on 23 April 1993. He was initially posted to the Castle Hill Police Station and later to the Fairfield Patrol.

In July 2001, he was promoted to the rank of sergeant, transferring to the Blacktown Police Station as the education officer, where he also performed general and ceremonial duties, and supervision.

In February 2005, Chief Inspector Martin was promoted to the rank of Inspector and took command of the NSWPF Protocol Unit, a position where his commitment to proud traditions brought significant credit to the NSW Police Force. He transferred to the Dog Unit as the operations manager in November 2009, before returning to Green Valley in October 2013 and later Liverpool as a duty officer. Chief Inspector Martin has been an operational command inspector at Green Valley and Liverpool Police Area Commands since 2014. He actively leads and manages the frontline response to significant crimes within the area including homicides, violent home invasions, domestic violence, search warrants and police welfare, all the while maintaining his dedicated support and commitment to NSW Police Legacy.

Chief Inspector Martin joined the Board of Directors for NSW Police Legacy in 2006 and has passionately contributed his time and energy to the children and young adults the charity supports. He remains a senior supervisor and continues to play a major role in the planning and running of camps for young people.

Chief Inspector Martin is widely recognised as a mentor, guiding young police officers through challenging periods in their careers and offering his knowledge and experience with care and professionalism. He is regarded by colleagues as someone who provides real support through visible, ethical and motivated leadership. Chief Inspector Martin's leadership, devotion and tireless work in support of the police family have been unwavering.

Australian Police Medal (APM)

New South Wales

Detective Chief Inspector Terrance Peter O'Neill

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

Detective Chief Inspector Terrance O'Neill joined the New South Wales Police Force (NSWPF) in August 1984, beginning his service at 15 Division, Randwick and Mascot Police Patrols. In January 1994 he commenced his long and distinguished career as a skilled criminal investigator at Mascot then later as Botany Bay Local Area Command.

In December 1995, he was awarded his designation as a detective and promoted to the rank of Detective Sergeant in August 2000 at Eastern Beaches Local Area Command. In 2005 he was promoted to the rank of Detective Inspector, transferring to the Canobolas Local Area Command to take up the role of Crime Manager. He later returned to Hurstville and Sutherland as Crime Manager, later Sutherland Shire Police Area Command, before taking up his current role as the Manager of the Detective Training Unit.

Detective Chief Inspector O'Neill has consistently demonstrated exceptional leadership, innovation, and commitment across numerous operational, investigative, project and policy development roles. He successfully led the redesigning and delivery of the Detective Education Program and introduced the Detective Designation Course, transforming it into a robust, contemporary program for today's investigators.

His exemplary leadership within the Detective Training Unit has significantly enhanced the development of the current generation of highly capable criminal investigators, overseeing specialist programs that further strengthen the professional development of investigative capabilities statewide.

He has received numerous commendations for outstanding results in preventing, disrupting and responding to serious and organised crime. He has represented the NSWPF interstate and internationally, modelling professionalism, integrity and expertise.

Demonstrating resilience and collaborative leadership, Detective Chief Inspector O'Neill has managed reform and new initiatives, financial accountability and stakeholder engagement with professionalism and transparency. His strong focus on innovation and continuous improvement exemplifies the highest standards of policing and public service.

Through his achievements, Detective Chief Inspector O'Neill has not only excelled in leadership and program implementation but also made a lasting impact on investigative capabilities, officer development and community safety, embodying the values and vision of the New South Wales Police Force.

Australian Police Medal (APM)

New South Wales

Detective Inspector Nigel Keith Warren

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

Detective Inspector Nigel Warren joined the New South Wales Police Force (NSWPF) on 3 January 1988 and was first stationed at the Petersham Police Station. In 1991, he joined the Special Operations Group, undertaking specialist tactical duties and assignments.

In June 1993, he commenced criminal investigation duties and was awarded his designation as a detective on 1 December 1995. Detective Inspector Warren transferred to Crime Agencies in 1997 as a key member of Task Force OAK, which targeted organised crime syndicates. In 1999, he joined the Homicide Squad, consistently demonstrating diligence, dedication and commitment to homicide investigations and was promoted to the rank of detective sergeant in July 2004.

In May 2006, Detective Inspector Warren transferred to the Sex Crimes Squad, leading investigations with compassion and resolve overseeing sensitive and high-stakes cases for more than 14 years. He returned to the Homicide Squad in 2020, bringing renewed focus and strategic direction to some of the state's most challenging unsolved cases. In September 2021, he was promoted to rank of detective inspector as the investigation's coordinator of the Unsolved Homicide Team, where he has continued to lead with distinction, driving innovation and new investigative techniques.

Detective Inspector Warren is responsible for overseeing and directing the NSWPF response to unsolved homicides, including unsolved suspicious deaths and missing persons cases. This involves the difficult and complicated task of managing, monitoring, assessing and prioritising more than eight hundred unsolved homicide cases across NSW. Between 2021 and 2023, Detective Inspector Warren coordinated the NSWPF response to the NSW Special Commission of Inquiry into LGBTQI Hate Crime and recommendations arising from the Commission's final report.

Detective Inspector Warren has been at the forefront in aligning the NSWPF with contemporary policy and investigative procedures expectant of government and the community. He exemplifies professionalism, protection of the vulnerable and unwavering commitment to justice.

Australian Police Medal (APM)

Victoria

Inspector Paul Stuart Hargreaves

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

Inspector Paul Hargreaves is a dedicated and passionate leader within Victoria Police whose extensive experience spans various fields, from emergency management and local area commander roles to his most recent role as State Farm Crime Coordinator for the Farm Crime Coordination Unit.

Over the past 3 years, Inspector Hargreaves has contributed to enhancing Victoria Police's capability in rural policing and farm crime prevention and has worked with stakeholders to influence change, strengthen partnerships and increase capability. His leadership has strengthened cross border collaboration, contributed to the first DNA livestock prosecution in Victoria, and enhanced community and industry confidence through consistent media engagement and promotion of the unit's initiatives.

He has provided visible and active leadership in many emergency incidents such as bushfires, alpine rescues and most recently during an active armed offender incident in Porepunkah, where his calm, assertive directions ensured member safety and enabled an effective emergency response.

Inspector Hargreaves is deeply committed to delivering public value and what he refers to as a premium standard of service to the community. He places great importance on developing others and contributing meaningfully through his role, consistently demonstrating a calm and assertive demeanour that reflects confidence, authority and deep professional knowledge. As a leader and role model, he displays unwavering dedication, energy and extensive expertise. His genuine passion for serving Victoria Police is evident in his commitment to operational excellence, law enforcement, and the cultivation of strong, enduring community partnerships.

Australian Police Medal (APM)

Victoria

Detective Inspector Dean James Thomas

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

Detective Inspector Dean Thomas is a highly versatile and deeply experienced officer whose career has been defined by unwavering integrity, professional insight, and a sustained record of achievement as a people-focused leader. Since joining Victoria Police in 1987, he has served on the frontline in some of the most demanding and complex policing environments. He has contributed to the work of Victoria Police in both rural and metropolitan areas and has led a variety of significant and high-profile criminal investigations.

Throughout his early general duties service, he built the operational foundation that would underpin his long and distinguished investigative career. His transition to detective roles saw him contribute to a diverse range of complex investigations, before moving to the Homicide Squad in 1994, where his continued dedication has strengthened investigative capability.

Detective Inspector Thomas is a highly versatile and experienced leader who consistently demonstrates strong integrity, insight, and a history of achieving results. An innovative and forward-thinking professional, he consistently undertakes high-risk, high-intensity roles that require strong leadership and resilience. Driven by a commitment to continuous improvement, he actively seeks challenging work and contributes to initiatives that enhance policing practice, particularly within the detective profession.

Detective Inspector Thomas has contributed collaboratively to countless local community programs throughout his career. Nearly four decades after joining Victoria Police, Detective Inspector Thomas remains true to the values that inspired his service in 1987: to keep the community safe and ensure those who commit crime are held to account in a court of law. He has never wavered in his desire to serve the community.

Australian Police Medal (APM)

Victoria

Detective Senior Sergeant Daniel Travaglini

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

Detective Senior Sergeant Daniel Travaglini has served Victoria Police with distinction for over 35 years, demonstrating exceptional leadership, resilience and commitment to community safety. For much of the last decade, he has specialised in youth street gangs.

As the officer in charge of the Gang Crime Squad from its inception in 2017, he was relentless in holding violent offenders to account and bringing world-best practice to Victoria Police. Under his leadership, the Gang Crime Squad achieved significant investigative outcomes resulting in improved safety for the Victorian community.

He has promoted innovation through ongoing collaboration with law enforcement agencies across the globe, who face similar youth-gang challenges, supporting his informed advocacy for legislative reform. He was twice commended for his work coordinating international gang's conferences in 2020 and 2023, which provided a platform for sharing best practice and strengthening national collaboration.

As a leader within the Homicide Squad, Detective Senior Sergeant Travaglini has led the response to several gang-related homicides and remains steadfast in his commitment to preventing youth-gang violence. Since transferring to the squad in 2023, he has continued to develop his understanding of youth-gang offending. In 2024, he travelled to the United Kingdom on a Tynan-Eyre Scholarship, examining evidence based best practice to deter gang-related edged-weapon offending.

Detective Senior Sergeant Travaglini's sustained excellence, subject matter expertise and unwavering dedication have delivered enduring benefits to Victoria Police and the community.

Australian Police Medal (APM)

Victoria

Commander Mary-Jane Welsh

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

Commander Mary-Jane Welsh has demonstrated exceptional leadership, integrity and innovation throughout her distinguished career with Victoria Police. Progressing to the rank of commander, she has consistently delivered outcomes that strengthen community safety, modernise policing and uphold organisational integrity.

Commander Welsh established Victoria Police's first Cybercrime Division, introducing Australia's inaugural cryptocurrency investigation team, advanced victim-identification capability and regional digital-forensic laboratories. She authored the Victoria Police Cybercrime Strategy and drove national collaboration through Operation HELIOS, securing federal funding for victim support initiatives. Her leadership strengthened the Joint Anti Child Exploitation Team, significantly enhancing covert online child abuse investigations and prioritising vulnerable victims.

In the Legal Services Department, Commander Welsh founded one of Australia's first Artificial Intelligence Ethics Committee for policing, reinforcing ethical governance and accountability. She played a pivotal role in the Victoria Police Organisational Review, ensuring structural and financial readiness for future challenges. As discipline inquiry officer, she streamlined processes to reduce delays and improve support for witnesses, safeguarding confidence in internal systems.

Beyond operational excellence, Commander Welsh has championed member welfare, mentored future leaders and promoted fairness and natural justice. Her academic credentials, including a Master of Leadership and Management (Policing), Master of Ethics and Legal Studies and Doctor of Policing and Security, reflect her commitment to evidence-based leadership and continuous improvement.

Outside policing, Commander Welsh's tenure as chair of Women's Legal Service Victoria demonstrated her inclusive leadership and commitment to social justice, guiding the organisation through transformative growth.

Australian Police Medal (APM)

Queensland

Senior Sergeant Ritchie Peter Callaghan

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

Senior Sergeant Ritchie Callaghan has dedicated 36 years to the Queensland Police Service, building a distinguished career in frontline forensic, disaster victim identification (DVI) and counter-terrorism operations. For 27 years as a Scenes of Crime officer, he attended major crime scenes across Queensland, including complex homicide investigations, providing critical forensic expertise that directly supported successful prosecutions.

Since 2025, as state DVI coordinator, he has overseen more than 20 activations. He developed and implemented the statewide Human Remains Retrieval Teams Course, equipping trained, psychologically assessed officers to attend hazardous cases locally, reducing exposure to vicarious trauma for frontline staff. His leadership in DVI and forensic search extends nationally and internationally, providing training to Australian jurisdictions and Pacific partner police, and strengthening inter-agency collaboration with the Australian Defence Force as a Royal Australian Air Force Reservist.

Senior Sergeant Callaghan authored the National Australian–New Zealand Counter-Terrorism (CT) Search Course, leading CT search teams on operations including Operation Silves and Operation Ironside. His initiatives have enabled more than 20 Queensland officers to participate in national counter-terrorism searches, disrupting organised crime.

Beyond policing, he has made outstanding contributions to his community. He has been Adopt-a-Cop at The Gap State School for 23 years, raised funds through Rotary and community events, and promoted inclusive sport as president of the Brisbane Walking Football Association. He has supported veterans through the Returned and Services League and represented Australia internationally, advocating fitness, social inclusion and well-being.

Through decades of frontline service, operational leadership, program innovation and community engagement, Senior Sergeant Callaghan exemplifies dedication, professionalism and enduring impact, enhancing both policing forensic capability and community resilience.

Australian Police Medal (APM)

Queensland

Chief Inspector Tyler Jeanne Crosby

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

Chief Inspector Tyler Crosby has built a distinguished career within the Queensland Police Service (QPS), marked by frontline service, operational command, and corporate and strategic leadership. Appointed to commissioned rank in 2011, she has served across demanding metropolitan and regional environments including the Gold Coast, Townsville, and Mount Isa, earning respect for her hands-on leadership and regional operations credibility.

Chief Inspector Crosby remains actively engaged in regional policing and has provided direct command during critical incidents while supporting the Queensland community with professionalism, experience, and calm judgement. She spent many years in operational and corporate roles, developing extensive firsthand knowledge in patrol policing, investigations, and supervision of officers in complex and high-risk environments, which continues to inform her decision-making and leadership style.

A defining example of her frontline service occurred in February 2017, when she acted as police forward commander during a seven-hour siege. Facing an armed offender with multiple firearms, she coordinated the Special Emergency Response Team, managed negotiation and tactical operations, and made a decisive emergency declaration under the *Public Safety Preservation Act*. Her leadership ensured the incident was resolved without loss of life, demonstrating exceptional operational competence, tactical awareness, and officer safety management.

Beyond incident command, Chief Inspector Crosby has led initiatives that strengthen frontline capability and workforce efficiency, including the development of statewide relieving opportunities databases, providing transparent, streamlined access to career opportunities for officers. She mentors officers and staff members, supports professional development, and has played a key role in governance and portfolio development across Queensland policing regions.

Her career reflects sustained excellence in operational leadership, officer supervision, and organisational innovation. Through strategic foresight, hands-on command and commitment to workforce wellbeing, Chief Inspector Crosby has made an enduring contribution to the QPS, strengthening frontline capability and community safety across the state.

Australian Police Medal (APM)

Queensland

Chief Superintendent Marcus Edward Hill

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

Chief Superintendent Marcus Hill has dedicated 40 years to the Queensland Police Service (QPS), combining operational leadership, strategic reform and community service to strengthen frontline policing across the state. His career spans regional, metropolitan, and corporate roles, reflecting a consistent commitment to improving service delivery, supporting frontline officers, and enhancing public safety.

His operational leadership is demonstrated through his extensive experience in regional Queensland, including roles as officer in charge at Burketown, prosecutions in Mount Isa, and as patrol inspector in Rockhampton. He has led critical incidents, including sieges and evacuations during flood events, coordinating complex operations that protected communities and ensured the safety of frontline officers. Notably, Chief Superintendent Hill managed the evacuation of the entire town of Theodore during the 2011 floods, liaising with local councils and stakeholders to safeguard residents.

He has also driven significant innovation and reform to enhance frontline capability. As commander of Protective Services, he led a cultural and operational transformation that professionalised the unit, improved training and strengthened support for operational policing. As chief superintendent of the Aviation Capability Group, he expanded the QPS aviation fleet, providing essential support for rescue, emergency response, and operational deployments across Queensland. Since 2023, Chief Superintendent Hill has led the Reform Implementation Taskforce, delivering comprehensive disaster and emergency management reforms across multiple agencies, including QPS, Queensland Fire Department, State Emergency Service, and Marine Rescue Queensland. His work has ensured seamless coordination, improved operational readiness, and enhanced support for officers in high-pressure environments.

While acting as the assistant commissioner for the Central Region, Chief Superintendent Hill combined frontline oversight with strategic leadership, realigning resources to maximise operational impact while ensuring officers were equipped and supported to deliver high-quality policing. Chief Superintendent Hill demonstrates exceptional dedication, operational expertise and leadership, leaving a lasting impact on the QPS and the communities it serves.

Australian Police Medal (APM)

Queensland

Detective Superintendent George Marchesini

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

Detective Superintendent George Marchesini has demonstrated exceptional commitment to frontline policing throughout his career. As regional crime coordinator for the Southern Region, he provides direct operational oversight of serious crime responses and major investigations, while maintaining active sworn officer duties, attending emergencies, and completing annual operational skills training. His hands-on approach ensures a strong connection to the realities faced by officers on the ground.

A key focus has been tackling illicit firearms. He established and co-chaired the Illicit Firearms Working Group, enhancing reporting, intelligence, and investigative practices. His leadership produced the first Queensland Police Service Illicit Firearms Strategy, giving frontline officers practical guidance and safer decision-making tools. He also coordinated statewide operational responses, strengthening intelligence sharing, and governance to reduce risks for officers and the community.

Detective Superintendent Marchesini has delivered sustained impact in child protection, leading reforms in multi-agency Suspected Child Abuse and Neglect teams and managing the Child Protection Offender Register through major legislative changes. He has ensured frontline officers are supported with clear processes, effective information sharing, and operational guidance to protect vulnerable children.

He has also led the Youth Crime Taskforce, securing initiatives that directly support frontline policing. These included safer-streets programs, youth co-responder teams, bail monitoring enhancements and high-visibility patrols, all designed to reduce repeat offending and relieve operational demand. His work with Taskforce Guardian and the Police Online Engagement Team strengthened early intervention and allowed officers to focus resources where most needed.

Across every role, Detective Superintendent Marchesini combines strategic leadership with practical support for officers. From high-stakes investigations to legislative reform and operational uplift, his work consistently enhances frontline capability, officer safety, and community confidence. His career reflects a sustained, operational commitment to empowering Queensland Police Service officers and improving public safety across the state.

Australian Police Medal (APM)

Queensland

Detective Inspector Lisa Frances Scully

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

Detective Inspector Lisa Scully has served the Queensland Police Service (QPS) with distinction for 31 years, including more than 13 years in Internal Investigations. Throughout her policing career, she has demonstrated exceptional leadership, integrity, and commitment, both on the frontline and in shaping the policies and practices of QPS.

She has led numerous complex and sensitive investigations, managing high-stakes matters involving misconduct, critical incidents and officer-involved fatalities. Her operational leadership ensured investigations were thorough, transparent, and resilient to judicial and public scrutiny, safeguarding both the community and the reputation of the QPS. Alongside her investigative duties she continues to serve as a sworn officer, undertaking annual compulsory training in firearms Taser, accoutrements, and operational skills and responding on and off duty to public calls and emergencies.

Beyond operational excellence, Detective Inspector Scully has driven strategic reform and organisational innovation. She championed the Critical Incident Framework, now embedded in legislation, which provides clear guidance for managing critical incidents and enhances officer wellbeing while strengthening public confidence. Her research into illicit drug use among officers produced actionable strategies that have informed policy, training and risk management initiatives, further safeguarding the integrity of QPS.

Detective Inspector Scully has also played a key role in inter-agency collaboration, aligning QPS practices with national and international standards. Her mentorship and guidance have cultivated future leaders, embedding a culture of professionalism, ethical conduct, and continuous improvement. Her contributions have strengthened investigative integrity, improved operational capability, and enhanced public trust. Detective Inspector Scully's career reflects operational excellence, strategic foresight and an enduring commitment to ethical policing.

Australian Police Medal (APM)

Queensland

Sergeant Christopher Paul Sullivan

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

Sergeant Christopher Sullivan has served the Queensland Police Service (QPS) with distinction, dedicating 39 years to protecting the community. Throughout his career, he has combined frontline operational expertise with leadership, mentoring and community-focused initiatives to enhance road safety and public confidence.

In 2018, Sergeant Sullivan was appointed a team leader for the Royal motorcades during the Gold Coast Commonwealth Games, escorting the Prince of Wales and the Duchess of Cornwall. He coordinated and supervised the escort team, managed daily riding duties, and maintained operational oversight throughout extended shifts of up to 15 hours. His professionalism and leadership were personally acknowledged by the British security team and members of the Royal Family.

During the 2019 bushfires at Peregrin Beach, Sergeant Sullivan played a key role in traffic control, road diversions and evacuation operations. He performed his duties through smoke-filled and fire-affected areas, facilitating the safe evacuation of residents without loss of life.

Throughout the COVID-19 pandemic, he volunteered for hotel quarantine deployments, supervising operations across two sites and ensuring compliance with health protocols while managing officer welfare. This role required long hours, careful coordination and adaptability in a highly dynamic and unprecedented environment.

In 2024, Sergeant Sullivan displayed extraordinary courage during a high-risk vehicle interception north of Rockhampton. While following stolen vehicles towing machinery, his police car was deliberately rammed, causing serious injuries to him and his partner. Despite his injuries, he provided support to his partner until help arrived, exemplifying professionalism and dedication under life-threatening conditions.

Sergeant Sullivan's long-standing service, operational skill and leadership have delivered enduring benefits to the QPS and the community. His commitment to public safety, road trauma reduction and frontline excellence make him a highly respected road policing officer.

Australian Police Medal (APM)

Western Australia

Superintendent Jason Mark Beesley

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

Superintendent Jason Beesley has provided 35 years of dedicated police service in a leadership role, demonstrating unwavering commitment to public safety and community well-being. As officer in charge of Kalgoorlie Detectives Office, he demonstrated exceptional leadership, investigative skill, and commitment to community safety, having a profound impact on both the Goldfields-Esperance region and the broader Western Australia Police Force.

Superintendent Beesley has led complex investigations into serious crimes, including violent assaults and child abuse cases. He has overseen the deployment of detectives across the region, ensuring Kalgoorlie maintains a robust and responsive investigative presence, while also maintaining rigorous professional standards across the team. His efforts in the Kalgoorlie Joint Response Team, in partnership with the Department of Communities, have proactively engaged with remote communities to address family violence and child abuse, providing immediate response and support for vulnerable children and families.

Promoted to lead the Custodial Services and Mental Health Division, Superintendent Beesley has been instrumental in driving stakeholder engagement with partner agencies involved in court security and custodial services. His efforts have led to a significant reduction in the operational burden on frontline police officers by introducing a model that substitutes certain roles with police auxiliary officers, thereby optimising resource allocation without compromising service delivery.

Superintendent Beesley has provided exemplary coordination and project management, with a leadership style that supports operational efficiency and inter-agency cooperation to promote community safety. His initiatives reflect a proactive approach to intelligence-led policing and demonstrate a clear understanding of the broader organisational goals. Superintendent Beesley's contributions have had a tangible impact on operational outcomes and inter-agency relations.

Australian Police Medal (APM)

Western Australia

Senior Sergeant Kal Jane Greenaway

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

Senior Sergeant Kal Greenaway has provided almost 40 years of distinguished and exemplary service to the Western Australia Police Force, characterised by sustained leadership in specialist forensic policing and long-term commitment to regional and remote Western Australia. She has served continuously across metropolitan and regional postings, often in complex, high-risk and resource-limited operational environments.

Senior Sergeant Greenaway's achievements represent sustained, high-level contribution. She has more than three decades of leadership within forensic crime scene and digital forensic investigation functions, directly supporting homicide, serious assault, sexual offence, child exploitation and organised-crime investigations. As manager of the District Forensic Investigations Office Management Unit, she provides strategic oversight, governance and assurance of statewide forensic capability, ensuring complex evidentiary material meets investigative, prosecutorial and judicial standards.

Her contribution to regional policing capability has also been significant, including senior supervisory and coordination roles in the Pilbara and regional districts, where she ensured continuity of specialist forensic support in geographically isolated and operationally demanding environments. In 2018 she was part of the team that created the strategy for public auxiliary officers being based at different regional police stations.

As a senior woman leader in specialist policing, Senior Sergeant Greenaway has had a lasting influence on organisational culture through mentoring, professional example and sustained performance in roles traditionally under-represented by women. Her recognised service during critical periods, including the COVID-19 response, further demonstrates adaptability and commitment to community safety under extraordinary conditions.

Australian Police Medal (APM)

Western Australia

Commander Levinia Margaret Hugo

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

Commander Levinia Hugo has served in the Western Australia (WA) Police Force since February 2002, forging a career as a dynamic and forward-thinking leader. She has consistently demonstrated exceptional leadership, professional excellence and operational impact, exemplified in her role as superintendent of the Family Violence Division.

Commander Hugo has shown unwavering commitment to improving identification, policing processes and outcomes for victim-survivors of family violence. Her strategic focus on enhancing police capability to identify perpetrators and ensure accountability has significantly strengthened the WA Police Force's response to family violence. A supportive and collaborative leader, she actively fosters a positive and inclusive culture within her team and works closely with external stakeholders, including government agencies, advocacy organisations and community groups. This approach has enhanced stakeholder confidence and elevates the credibility of the WA Police Force in the family violence sector.

Commander Hugo's intelligent, open and communicative style enables her to drive meaningful change across a large and complex organisation. Her extensive operational experience ensures her strategic planning is grounded in the realities of front-line policing, blending innovative thinking with practical realism. Through her leadership, she has made a profound and lasting impact on the way family violence is policed in Western Australia, earning wide respect both within the WA Police Force and among external partners.

Her deep knowledge of family violence, coupled with her strong rapport with victim-survivors and advocacy organisations, has made her a highly effective communicator. Whether addressing government, stakeholder forums, internal briefings, or community events, her presentations are consistently of the highest standard and are well received across audiences. Commander Hugo's sustained contributions have significantly improved community safety and advanced the policing of family violence in Western Australia.

Australian Police Medal (APM)

Western Australia

Senior Constable Andrew Barry Seery

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

Senior Constable Andrew Seery was sworn in to the Western Australia Police Academy in January 2003, a place where he was set to make a lasting impact. After serving with the Breath Section at Perth and Gingin Police Stations, he returned to the academy to work in a range of positions as a trainer, coordinator and recruit support officer.

He has excelled in preparing police recruits for their graduation parades and was responsible for the planning, preparation and conduct of several high-profile events on behalf of the Western Australia (WA) Police Force. These included the march out for retired Police Commissioner Karl O'Callaghan, 100 Years of Women in Policing in Western Australia, and the planning, training and conduct of the Aboriginal and Torres Strait Islander flag-raising ceremony at Police Headquarters.

Senior Constable Seery developed a new ceremonial uniform design with a badge, which is now worn by the Parade Commander and Banner Party Commander when the WA Police Force banner is carried on parade or while performing other ceremonial duties. He also manufactured a new Parade Commander sash to replace the old one.

Since 2018, Senior Constable Seery has served as a welfare officer within Injury Coordination and Support, with the specialised role of police funeral coordinator. With a history of military service and experience in ceremonial duties, he developed the standard operating procedures and protocols for funerals for police officers and staff, ensuring attention to detail and family wishes are adhered to for each particular type of funeral.

Australian Police Medal (APM)

South Australia

Sergeant First Class Silvano Dovi

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

Sergeant First Class Silvano Dovi joined South Australia Police (SAPOL) in 1994. He commenced in general patrols at Port Adelaide and Henley Beach, and since 1998 has been dedicated to road safety, serving in various frontline traffic positions. This includes his current role as a motorcycle police officer in which he has served with distinction for more than 20 years.

In 2005, Sergeant First Class Dovi was promoted to senior constable first class at Southern Motorcycles Operations and was then promoted to sergeant in 2011 as supervisor at Eastern Adelaide Traffic. In 2025 he was promoted to sergeant first class.

Sergeant First Class Dovi has been a stalwart of the Tour Down Under, serving in nearly every event as a motorcycle supervisor where he has been vital to maintaining the event's reputation among Union Cycliste Internationale officials as one of the safest races globally. His diligence and commitment in meticulously planning and astutely managing rolling road closures have been integral to ensuring the safety of both tour riders and the community.

Sergeant First Class Dovi's knowledge and experience as a motorcycle officer have been invaluable to numerous major sporting and community events over a prolonged period. He has played a significant role in traffic control at AFL, soccer and cricket matches, along with ANZAC Day parades and various ceremonial events. He has also been actively involved with community engagement, supporting the SAPOL Police Link Program and visiting the Women's and Children's Hospital each year at Christmas with his police motorcycle to engage with children and put smiles on their faces.

In all aspects of his career, Sergeant First Class Dovi has made a significant contribution to the safety of the South Australian community.

Australian Police Medal (APM)

South Australia

Detective Chief Superintendent Catherine Louise Hilliard

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

Detective Chief Superintendent Catherine Hilliard joined South Australia Police (SAPOL) in 1987. She conducted general duties patrols in metropolitan Adelaide before commencing her investigator career in 1996, spanning areas including Elizabeth, Port Adelaide, Anti-Corruption, Major Crime and Organised Crime. She was appointed to officer rank in 2014 while working in Police Communications before transferring to Special Crimes Investigations in 2016.

In 2020, Detective Chief Superintendent Hilliard was integral to establishing the COVID Compliance Unit which played a vital role in the statewide pandemic response. In 2021, as officer in charge of the Family and Domestic Violence Section and the Multi-Agency Protection Service (MAPS), she strengthened inter-agency cooperation to safeguard vulnerable individuals. Under her leadership, MAPS has become a benchmark for coordinated risk assessment and response.

Leveraging her academic expertise from the University of Cambridge, where she focused on child protection, she led significant improvements in investigative practices, including the Prescribed Interview Room Project, where she is currently driving the creation of trauma-informed spaces for victims of sexual offences. Detective Chief Superintendent Hilliard's influence extends beyond SAPOL to her active participation on national domestic violence forums, where she is recognised as a leader and driving force for systemic change in the policing of family and sexual violence.

In 2022, she was promoted to superintendent as the officer in charge, State Protective Security Branch and in 2023 attained chief superintendent as the officer in charge, Serious Crime Coordination Branch, where she delivers strategic leadership in shaping SAPOL's investigative priorities and operational outcomes.

In 2024, her expertise was sought as SAPOL's representative before the Royal Commission into Domestic, Family, and Sexual Violence, where she provided critical testimony on the forensic-medical examination processes for sexual-assault victims. In all aspects of her career, Detective Chief Superintendent Hilliard has made a significant contribution to the safety of the South Australian community.

Australian Police Medal (APM)

South Australia

Senior Community Constable First Class Gregory Dean Smith

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

Senior Community Constable First Class Gregory Smith joined South Australia Police (SAPOL) in 2003. He commenced his career in Murray Bridge general patrols and was seconded to Murray Bridge Investigations for significant periods until 2014. Since then, the respected Elder affectionately known as 'Unckie' has played a significant role in various initiatives aimed at building relationships between SAPOL and First Nations communities.

In 2017 Senior Community Constable First Class Smith developed a place-based First Nations information brochure to enhance cultural responsiveness among local police when engaging with First Nations families, with the resource being an integral part of the Murray Mallee Region induction package. In 2022, he led the commissioning of the 'Ponde' artwork to strengthen SAPOL's relationship with Ngarrindjeri people; this is displayed in all Murray Mallee police stations to symbolise cultural respect and connection. He developed the Blue Light Boxing Program, delivering a significant positive impact on local at-risk First Nations youth and reducing participation rates of young people in the justice system.

In 2024 he introduced the Fitness Health Yarn initiative in collaboration with Moorundi Health Services, and spearheaded the Kuti Camp, a program reconnecting First Nations youth with Country while fostering cultural understanding among police officers. In 2025 Senior Community Constable First Class Smith reviewed the new Community Constable Development Program and facilitated locally developed sessions in cultural awareness to educate operational members on regional cultural history, sensitivities and the role of Community Constables.

Through his initiatives, he has enhanced community trust and ensured officers understand the cultural impact of their actions and the importance of respectful engagement with First Nations communities. This was recognised by the state First Nations Voice to Parliament as a best-practice model for regional policing. In all aspects of his career, Senior Community Constable First Class Smith has made a significant contribution to the safety of the South Australian community.

Australian Police Medal (APM)

Tasmania

Assistant Commissioner Douglas Charles Oosterloo

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

Assistant Commissioner Douglas Oosterloo has served Tasmania Police with distinction since joining the organisation in 1994, building a diverse and accomplished career marked by professionalism, integrity and an unwavering commitment to public service.

Over more than three decades he has progressed through a broad range of operational, investigative, strategic and leadership roles, each demonstrating his strong analytical capability, contemporary leadership style and ability to deliver outcomes in complex and high-pressure environments.

In his current role as assistant commissioner, he is responsible for a significant portfolio that includes major national and state projects such as the National Firearms Registry, fixed- and rotary-wing procurement, and a range of critical ICT reforms that directly support operational policing. His leadership of the Education and Training Command ensures ongoing organisational readiness, with consistently high standards of recruit training and a strong focus on developing future leaders across the agency. He also leads Statewide Services which includes Firearms Services, Marine and Rescue, Forensic Services and Radio Dispatch Services. These areas all carry high public visibility and contribute directly to community confidence in policing. Across these areas he has delivered strong performance, improved processes and strengthened stakeholder engagement.

Assistant Commissioner Oosterloo has made a significant contribution to investigative integrity within Tasmania Police. As a detective inspector in Professional Standards he led complex, sensitive and high-risk investigations involving serious allegations against police. This included a major covert investigation that resulted in the charging of a police officer with numerous serious offences. Throughout these matters he balanced rigorous investigative standards with coronial requirements, public scrutiny, media interest, and the welfare of involved members.

His work in reform, innovation and governance has delivered enduring organisational benefit, including strengthening misconduct frameworks, supporting national integrity reforms and improving policy, training and investigative capability. His career reflects dedication to ethical policing, professionalism, and service to the Tasmanian community.

Australian Police Medal (APM)

Northern Territory

Superintendent Mark Cameron Grieve

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

Superintendent Mark Grieve joined the Northern Territory Police Force on 23 August 2004 and has served the community for more than 21 years. Throughout his career, he has worked in a broad range of frontline and investigative roles across Tennant Creek, Palmerston, Casuarina, and Darwin. These include general duties policing, Major Crime, Palmerston and Tennant Creek Investigation Units, the Special References Unit, and Domestic Violence and Sex Crimes. He is currently superintendent, Crime Division, in Darwin, with responsibility for major, serious, and organised-crime functions across the territory.

As superintendent of Tennant Creek and Barkly Division from 2022 to 2024, Superintendent Grieve led policing in one of the most complex and demanding environments in the country. He strengthened cross-border operations with the Queensland Police Service to disrupt the secondary-supply of alcohol and reduce domestic violence, and established the Domestic and Family Violence Steering Committee, securing significant funding to support reform initiatives in the Barkly.

In response to rising youth offending, he established the Youth Engagement Targeted Intervention Committee, which contributed to measurable reductions in youth crime. Superintendent Grieve has also demonstrated steady leadership in high-risk operations. He served as incident controller during the 2023 Barkly bushfires, coordinating command and control arrangements and overseeing a unified emergency response when Tennant Creek was under direct threat.

As the senior investigating officer for Operation Charwell, he led a complex and high-profile police shooting investigation requiring careful community engagement and regular executive briefings. Superintendent Grieve also oversaw Operation May, a national child exploitation investigation that resulted in 13 arrests and 38 charges.

His career reflects sustained exposure to hazardous environments, consistent leadership and an enduring commitment to community safety. He has served the Northern Territory with integrity and professionalism throughout his career.

Australian Fire Service Medal (AFSM)

Federal

Mr Rodney Joseph Evans, Reedy Creek QLD 4227

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

Mr Rodney Evans joined the Department of Civil Aviation, Rescue Fire Fighting Service (RFFS), a precursor organisation to the Aviation Rescue Fire Fighting Service (ARFFS), a division of Airservices Australia, in 1985. He has maintained continuous and active service with the ARFFS for the past 40 years, diligently serving in many capacities from aviation firefighter to his current role as a chief fire officer.

Mr Evans displays outstanding leadership and interpersonal skills and is highly respected by his colleagues and peers at ARFFS locations across Australia. His career impacts include being part of the team that developed the first Aviation Fire Fighting Manuals, developing the first comprehensive safety procedures for Compressed Air Breathing Apparatus (CABA) operations, design and delivery of the Advanced Diploma course and capability enhancement of the Water Rescue Service fleet.

On an international level, he led a project in Fiji under the AusAID program for Airports Fiji Limited to deliver comprehensive operational training, including vehicle and equipment maintenance plus the development of procedures. He is also an inaugural member of the International Water Rescue Working Group representing Airservices and the ARFFS.

In 2014 and 2015, he excelled by leading the delivery to operational service for two new ARFFS locations at Coffs Harbour and Ballina. This included engagement with the airport owner, local council and other stakeholders through to the construction of stations, staff recruitment, documentation development, vehicle and equipment acquisition plus integration into the local emergency service community.

During his fire and emergency service career, Mr Evans has demonstrated distinguished service and professional leadership. His commitment and dedication to the development and continued service delivery are of great credit to him, Airservices and the aviation community.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Garry Ian Bashford RFD, Kentucky NSW 2354

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

Mr Garry Bashford joined the Kentucky Rural Fire Brigade in 1973 and has demonstrated exceptional leadership as a group officer since 2004. He is a well-respected member of the New England Senior Leadership Team. Mr Bashford's passion, dedication and natural leadership qualities as a firefighter, field officer and group officer are exceptional.

In addition to his proficiency as a leader at fires, his dedication extends beyond firefighting. He has significantly advanced local training, notably through the Crew Leader program, motivating and mentoring new crew leaders for over a decade. He was also instrumental in helping deliver training as a part of the NSW Rural Fire Service International Relations Project in Botswana. Mr Bashford has also held the position of chairperson of the Bush Fire Management Committee for the last two years, carrying out these duties with extraordinary diligence.

He is an admired leader who welcomes and supports new members and regularly leads training. His dedication to operational responses and his remarkable service is well recognised. Mr Bashford displays the finest attributes of volunteer spirit and community service and is a credit to the Kentucky Rural Fire Brigade, the New England zone, the local community and the NSW Rural Fire Service.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Peter Joseph Bennett, Katoomba NSW 2780

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

Mr Peter Bennett joined the Katoomba Leura Brigade in 1974. He has been a field officer since 1979, holding the ranks of deputy captain, senior deputy captain, captain and now a district deputy group captain. Mr Bennett has been a committed and active member holding numerous positions within the brigade including as a training officer, mitigation officer, first aid officer, equipment officer, callout officer, health and safety officer and vice president.

Mr Bennett has attended or been involved in every major incident within the Blue Mountains, as well as numerous incidents throughout the state and interstate. He has performed divisional and sector commander roles, and was the deputy incident controller in the Incident Management Team during the Black Summer bushfires.

Mr Bennett's dedication to the members of the brigade and the NSW Rural Fire Service (NSW RFS) has seen him encourage members to train and attend courses to further their skills, knowledge and the community's safety. He has shown great knowledge of past local fires, the path that an existing fire may take and why, and goes to great lengths to ensure that the knowledge he has is passed on and known to future firefighters.

Mr Bennett has spoken at numerous brigade and community events and actively promotes the NSW RFS as an inclusive organisation. He has produced a drip torch manual including how to effectively use it. His passion and dedication to the service, together with a rich family connection, extensive local area knowledge and deep understanding of the fire history of the Blue Mountains, as well as his exceptional leadership, demonstrate his outstanding contribution to the NSW Rural Fire Service.

Australian Fire Service Medal (AFSM)

New South Wales

Ms Janelle Margaret Brooks, Sawtell NSW 2452

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

Ms Janelle Brooks has built an exceptional career in fire management, spanning more than two decades of dedicated service with the NSW National Parks and Wildlife Service (NPWS). Throughout her career, she has held key frontline roles in operational fire response and incident management, consistently demonstrating expertise and leadership during complex and high-pressure situations. Her deep understanding of fire behaviour and strategic planning has ensured the protection of park assets and surrounding communities during major fire events.

Ms Brooks's significant contributions were particularly evident during the 2019-20 bushfire season, where she played a critical role in the Incident Management Team (IMT) for an extended period. She challenged proposed broadscale burning strategies, advocating for alternatives that protected world heritage areas such as New England National Park and other reserves of ecological significance. Her strategic planning preserved threatened species and habitats across the North Coast Branch during three months of intense fire activity. She also led efforts to safeguard a significant koala population at Port Macquarie and numerous threatened plant communities, reinforcing the commitment of NPWS to biodiversity conservation.

Beyond operational excellence, Ms Brooks has demonstrated outstanding leadership and advocacy. She earned respect within IMT structures through her decisive action and collaborative approach, becoming a trusted voice for NPWS and reserves impacted by fire. She also championed staff welfare during the prolonged fire season, introducing fatigue monitoring, advocating for extended rest periods, and securing approval for award changes to shift arrangements. Her compassionate 'tap out' system allowed staff to step back when exhausted without fear of judgment, setting a new benchmark for wellbeing in emergency operations.

Ms Brooks exemplifies operational excellence, environmental stewardship, and unwavering dedication to community safety and staff welfare.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Andrew Malcolm Browning, Jerilderie NSW 2716

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

Mr Andrew Browning has been a member of the Argoon Rural Fire Brigade for 36 years, captain for 29 years, and district group captain for 26 years. Mr Browning has led and managed numerous strike teams on out-of-area major incident deployments to the Blue Mountains, Nowra, Braidwood, Snowy Mountains and several to Victoria. His concise, calm, constructive and clear communication on the fireground is exemplary, always ensuring the safety of his firefighters. His expertise and coordination skills greatly benefit the district, particularly during complex operations. He listens to others and is attentive to fatigue and stress, especially during bushfires.

Mr Browning has been successful in transitioning members into a far more efficient, safe and modern brigade. He was instrumental in securing funds for and building the brigade's fire station and modernising the fleet. He has also taken the lead in ensuring the vehicles, station, communication and personal protective equipment are kept current and fit for purpose. Mr Browning constantly upskills brigade members' firefighting skills, maintains training standards, promotes and delivers training, and encourages and supports new members. He helped develop the Mid Murray Zone Training Committee and the Biannual Zone Exercise.

Mr Browning has actively promoted firefighter training, development, mentoring of new members, and promotion of the implementation of new initiatives in service delivery, and has been instrumental in a category 6 tanker design. He has developed a wide network of collaboration with other emergency services, councils and stakeholders, and driven numerous innovations for operations and equipment.

Mr Browning has often placed NSW Rural Fire Service (NSW RFS) duties and activities before his own successful farming operation and family commitments. He demonstrates outstanding dedication, commitment, professionalism and service to the NSW RFS and his community.

Australian Fire Service Medal (AFSM)

New South Wales

Assistant Commissioner Victoria Anne Campbell, Brooklyn NSW 2083

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

Assistant Commissioner Victoria Campbell has provided distinguished service to the New South Wales Rural Fire Service (NSW RFS) through sustained operational leadership and specialist expertise, particularly in the management of aviation operations during major fire and emergency events.

With over three decades of service to the NSW RFS as both a volunteer and salaried officer, Assistant Commissioner Campbell has held a range of operational and leadership roles across brigades and corporate functions. Her frontline experience and understanding of organisational governance have enabled her to align operational priorities with strategic and compliance requirements during critical periods. She maintains operational readiness through her active volunteer service with the Brooklyn-Hornsby Rural Fire Brigade.

As the manager of the Operational Business and Procurement team, Assistant Commissioner Campbell was responsible for the governance and management of aviation contracts and services supporting frontline firefighting operations across NSW. She oversaw aviation resources during high-risk emergency operations, ensuring aircraft availability, contractual compliance, and continuity of essential services. Her leadership strengthened accountability and compliance processes and improved engagement with aviation operators, contributing to safer and more effective aerial firefighting operations during periods of intense demand.

In June 2024, Assistant Commissioner Campbell was appointed as the director of State Operations, with responsibility for the Operational Response, Emergency Management, Operational Field Support and Operational Performance teams. Since this appointment, she has performed the role of state operations controller during significant and protracted bushfire emergencies. She has overseen numerous interstate and international deployments and has been instrumental in embedding new and enhanced operational capabilities across the agency, including rescue, and remotely piloted aircraft systems. She also serves on a range of interagency committees and plays a key role in strengthening coordinated firefighting arrangements across NSW.

Assistant Commissioner Campbell's sustained commitment, operational impact, and exceptional service to the NSW RFS reflect the highest standards of leadership and dedication.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Paul Cavalier, Gulgong NSW 2852

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

Mr Paul Cavalier joined Fire and Rescue NSW (FRNSW) at Gulgong Fire Station in 2005, at just 17 years of age. In 2025, he proudly marks 20 years of service, including 19 years as captain of Gulgong Fire Station. Mr Cavalier holds the distinction of being one of the youngest firefighters ever appointed to the rank of captain in FRNSW, a testament to his exceptional leadership and commitment from an early age.

Throughout his career, Mr Cavalier has demonstrated outstanding dedication to firefighter and community safety. Alongside his service with FRNSW, he is a highly respected community member, having served as a Councillor with Mid-Western Regional Council for 12 years, 5 of which he served as Deputy Mayor. He is widely recognised for his ability to drive positive change, mentor and educate crews across multiple stations, and foster strong interagency relationships to enhance operational effectiveness.

His leadership has delivered significant advancements at Gulgong Fire Station, including securing the allocation of a remotely piloted aircraft system (RPAS), managing the successful transition from the old to the new fire station, and contributing to Compartment Fire Behaviour Training. He has also been instrumental in advocating for the installation of a rehabilitation vehicle, coordinating additional station facilities, and establishing a hard stand area to safely conduct and clean up after road crash rescue training. Further initiatives include the introduction of a fire booster system for training and his proactive use of social media to promote fire safety awareness, directly impacting community preparedness.

For two decades, Mr Cavalier has proudly represented FRNSW, dedicating his career to educating and protecting the communities of Region West 2. His commitment, leadership and service continue to set a high standard for the organisation and the community he serves.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Ian William Dicker, Jindabyne NSW 2627

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

Mr Ian Dicker commenced service as a fire management specialist with the NSW Government in 1988 and has been actively involved in fire operations for nearly four decades. His career spans continuous service with NSW Forestry, NSW Rural Fire Service, and NSW National Parks and Wildlife Service (NPWS), where he has held frontline roles including air observer, operations officer, incident controller, air attack supervisor, and incendiary operations supervisor. Mr Dicker joined NPWS in 2002 as a fire management officer for the Snowy Mountains region, later becoming team leader of the Fire Team in 2017, a position he held until October 2024. In these roles, he led major fire programs and managed teams across multiple geographic areas.

Mr Dicker's operational expertise includes participation in significant fire events such as Sydney in 2002, Kosciuszko in 2003, Victoria in 2009, Blue Mountains in 2013, and NSW in 2019-20. He represented Australia in five international deployments, including to the USA and Canada, and contributed to global fire management discussions at the United Nations headquarters in Geneva. His leadership during these incidents has strengthened interagency collaboration and improved firefighting capability.

Beyond frontline service, Mr Dicker has driven innovation and training across NPWS and nationally. He co-developed the original National Competency Framework for fire aviation roles, created the NPWS air observer training program, and introduced the NPWS aerial drip torch program, positioning NPWS as a lead in aerial ignition. He also initiated the fire detection camera network in Southern Ranges Branch, replacing traditional fire towers with advanced technology now used by six state agencies.

Mr Dicker is a respected mentor and trainer, supporting professional growth and diversity. He played a key role in the NPWS's first all-female hazard reduction burn and delivered aerial ignition training to Parks Tasmania. His contributions exemplify leadership, innovation, and commitment to community safety.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Michael Arthur Kovacs, Llandilo NSW 2747

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

Mr Michael Kovacs joined the Llandilo Rural Fire Brigade in 1988 at age 14 and then served as the deputy captain and captain of the Londonderry Rural Fire Brigade. In 2017, Mr Kovacs was elected as deputy group captain with the Cumberland district, and as group captain in 2022.

Mr Kovacs has been continuously involved in training and mentoring programs and personally trained over 200 firefighters. He has facilitated many training courses and is instrumental in the group captain mentoring program. He volunteers for additional duties, even during his off-duty hours, while serving as an officer with the NSW Police Force.

In December 2019, he led a strike team at great risk through a wall of fire at Clarence and Dargan, which had been isolated by catastrophic conditions, and he safely and effectively coordinated firefighting and evacuations. He has played a key role in the successful containment of several large-scale emergencies, including but not limited to bushfires, and has been crucial in minimising damage and saving lives. He is an active advocate of mental health for volunteers and for the reform of mental health programs.

Mr Kovacs led crews during the 2016-2017 fire season as a sector and divisional leader at fires in Londonderry, Llandilo, Cessnock and Queanbeyan. He was a major part of the resurgence of the Londonderry Cadet Brigade in 2017, including mentoring younger members in need. Mr Kovacs has been instrumental in community education and preparedness efforts, regularly conducting fire safety workshops. He was instrumental in the rebuilding of Londonderry Station to be a pillar of the community.

Mr Kovacs has dedicated his life to serving the community, and his outstanding contributions continue to strengthen the NSW Rural Fire Service and the communities it protects.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Robert Leslie Lightfoot, Engadine NSW 2233

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

Mr Robert Lightfoot has provided outstanding and sustained service to Fire and Rescue NSW (FRNSW) and the people of NSW over a distinguished career spanning 25 years. He commenced service in 1999 and has served at several stations within Metropolitan South 2. Following the successful completion of the Station Officer Promotional Program, he was appointed as a leading firefighter at City of Sydney Fire Station before progressing into Command Leadership Management and education and training roles.

In 2012, Mr Lightfoot was appointed as the team leader of firefighter development within Command Leadership Management, a position he has held with exceptional dedication and professionalism for over a decade. In this role, he has made a profound and lasting contribution to the development, delivery and continuous improvement of multiple promotional programs across FRNSW.

Mr Lightfoot has demonstrated an unwavering commitment to improving promotional outcomes, strengthening professional firefighter development, and safeguarding the wellbeing of participants undertaking inherently demanding and high-pressure programs. His achievements have been realised in the face of significant challenges, including complex industrial change, the operational impacts of the COVID-19 pandemic, and extensive travel to training centres across the state, often at considerable personal sacrifice.

For more than 14 years, firefighters across FRNSW have benefited from Mr Lightfoot's mentorship, advocacy and tireless efforts. He has consistently championed improvements across the three promotional programs under his management, with a particular focus on the Leading Firefighter Program, widely regarded as one of the most challenging pathways within the organisation. His hands-on support and genuine care for participants have been instrumental in helping countless firefighters successfully navigate this demanding process.

Mr Lightfoot's contribution is extraordinary in both scale and impact. His sustained devotion to the professional development of others, coupled with his selfless service to FRNSW and its workforce, exemplifies the highest ideals of the Australian fire services.

Australian Fire Service Medal (AFSM)

New South Wales

Mr Bruce Williams McGrath, Thornton NSW 2322

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

Mr Bruce McGrath has demonstrated distinguished service with the Tilligerry Rural Fire Brigade in the Lower Hunter District, with thousands of hours of volunteering over the past 24 years. He has been deployed interstate, helping to combat fires and floods at some of the worst disasters Australians have faced. While senior deputy captain, he worked to amalgamate two brigades into the Tilligerry Rural Fire Brigade of today. His exceptional leadership oversaw the smooth and professional formation of this brigade for the community.

Mr McGrath was instrumental in establishing the Lower Hunter Fire Control Centre, helping to organise, coordinate and build the training ground, carry out and manage training courses, and develop and maintain training grounds for all NSW Rural Fire Service volunteers and staff to use, offering advice on improvements utilising his engineering background. He has been the driving force behind brigade training in his group of seven and has facilitated quarterly exercises for them.

Mr McGrath is a meticulously organised trainer and presenter who organises all the paperwork he needs for his courses, thus saving considerable time. He has taught bush firefighter, village firefighter and crew leader courses and has assisted Area Command with group leader assessments. He has also assisted in the development of the Leading People and Safe Working on Roofs courses and their initial implementation statewide.

Mr McGrath has dedicated his life since retirement to volunteering for the NSW Rural Fire Service. He has trained and developed thousands of volunteers and has developed training information and opportunities for both volunteers and staff.

Australian Fire Service Medal (AFSM)

New South Wales

Mrs Peta Alexis Miller, NSW

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

Mrs Peta Miller commenced service with Fire and Rescue NSW (FRNSW) in 2005. Over the past 20 years, she has served in a range of frontline hazardous roles, including nearly a decade at City of Sydney Fire Station, FRNSW's largest and busiest station, where she gained advanced qualifications in Heavy Rescue and Ladder Platform operations. She has also served at Forestville as a Hazmat Technician and Manly fire stations and currently holds the rank of station officer at Manly. Throughout her career, she has remained actively involved in complex operational roles, particularly in Urban Search and Rescue (USAR).

Mrs Miller has made a significant and enduring contribution to the operational capability and professional culture of FRNSW. In 2011, she represented FRNSW at the Australasian and World Road Rescue Challenges in Wellington, contributing to a podium finish that demonstrated her high-level technical and team skills. She played an instrumental role in the joint Australian and New Zealand USAR taskforce deployed to Tonga following Tropical Cyclone Gita in 2018 and was a key contributor to the successful 2024 recertification and reclassification of FRNSW's USAR capability under the International Search and Rescue Advisory Group (INSARAG) framework. In 2023, she represented FRNSW as an INSARAG exercise controller at an international earthquake response simulation in Switzerland, and in 2025, as a Rescue Classifier to China 02 and New Zealand 01 during their INSARAG Reclassification Exercise, strengthening national and international USAR capability.

Beyond the fireground, Mrs Miller served as a board member of the FRNSW Relief and Welfare Fund, supporting firefighters and their families through times of hardship. She is also recognised for her quiet but consistent mentorship of women in the service, actively encouraging career development and operational confidence. Mrs Miller has made a sustained and distinguished contribution to FRNSW and the broader community. Her leadership, technical expertise, and commitment to wellbeing and professional standards exemplify the values of the fire service.

Australian Fire Service Medal (AFSM)

New South Wales

Ms Leigh Nolan, NSW

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

Ms Leigh Nolan commenced service with the NSW National Parks and Wildlife Service (NPWS) in 1998. Since then, she has served in a range of frontline roles, including as a firefighter, air attack supervisor, and incident controller, operating across Greater Sydney and multiple bushfire zones in NSW.

Ms Nolan has undertaken prolonged service during major bushfire emergencies, including leadership roles in aviation and ground operations. She is currently serving as the team leader of the fire team in the Greater Sydney Branch, managing over 200 firefighters and coordinating wildfire response and hazard reduction programs.

Ms Nolan's significant service includes exceptional leadership during the 2019-20 Black Saturday fires, particularly at the Green Wattle Creek fire near Warragamba Dam, which burned 278,722 hectares and claimed two firefighter lives. As an air attack supervisor, she managed more than 20 aircraft under extreme conditions, protecting homes, communities and firefighters. Her calm decision-making and technical skills were instrumental in preventing further loss of life and property. She has also represented NSW in interstate and international deployments, including Canada in 2023, sharing expertise and strengthening global firefighting capability.

Beyond operational excellence, Ms Nolan has driven innovation and diversity in firefighting. She co-designed the NPWS fire incident command vehicle, supported the introduction of aerial drip torch technology, and led statewide adoption of FireMapper, an infield application used to share mapping information, photos, resource location and assist with incident management. She is a qualified trainer and mentor, delivering hundreds of hours of training in NSW, VIC and Tasmania and pioneering pathways for women in firefighting. She coordinated the NPWS first all-female hazard reduction burn, formalised a partnership with Girls on Fire, and actively supports Aboriginal cultural burning practices.

Ms Nolan has made a profound contribution to community safety and firefighter capability through her frontline service, leadership, and advocacy. Her distinguished career exemplifies courage, innovation and commitment.

Australian Fire Service Medal (AFSM)

New South Wales

Mrs Deborah Michelle Sharp, Engadine NSW 2233

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

Mrs Deborah Sharp joined the Engadine Rural Fire Brigade in 2004 and, before becoming captain in 2023, she served multiple terms as the senior deputy captain, deputy captain, president and vice president. Through these roles, she has consistently demonstrated a calm, capable and inclusive leadership style, supporting both the operational capability and cultural wellbeing of her brigade. She is widely regarded for her professionalism, operational decision-making and ability to mentor emerging leaders, particularly women.

Mrs Sharp has contributed across all facets of volunteer emergency service. She has made a substantial contribution to community engagement, serving as a community engagement officer, fundraising lead, and brigade executive member across multiple periods. She has strengthened the public profile of the NSW Rural Fire Service locally, has built strong relationships with community organisations, and has promoted bushfire preparedness across Engadine and surrounding communities, increasing community resilience and awareness.

Mrs Sharp has professionalised the brigade through her commitment to administrative and governance responsibilities, including the NSW Rural Fire Service member portal administration, permit issuing, and executive functions. Mrs Sharp's long service is characterised by sustained operational and personal commitment, exceptional leadership, humility and enduring service to the community.

Australian Fire Service Medal (AFSM)

Victoria

Mr Jason Ross Heffernan, VIC

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

Mr Jason Heffernan has served communities over many years through volunteer and staff roles with the NSW Rural Fire Service (NSW RFS), the NSW Police Force (NSWPF) and the Country Fire Authority (CFA) and continues to do so as the Chief Officer of the CFA following his appointment in November 2020. From February 1998 to August 2004, he served as a volunteer at Wagga Wagga Support Brigade, then continued his commitment to protecting the community as a NSWPF police officer from January 2003. He returned to the NSW RFS as a zone officer in December 2005, progressing through the ranks as Inspector, Superintendent, various Assistant Commissioner roles, and then as acting Deputy Commissioner in July 2020. He was appointed as the Chief Officer of CFA in November 2020.

Mr Heffernan played key roles in the 2024 Grampians fires in Victoria and the 2019-20 fires in NSW. Mr Heffernan has provided significant leadership within the Victorian emergency management arrangements, fostering collaboration within Victorian response agencies and leading prevention, preparedness, response and recovery under Victoria's emergency management arrangements.

Mr Heffernan has led the CFA through a major change to its operating model, transitioning from an integrated fire service to a volunteer fire service under the Fire Services Reform implemented in 2020. He continues to lead change within the CFA to increase operational capability to protect Victorian communities and to shape CFA culture to be more inclusive. He has reshaped the CFA to a volunteer-focused fire service and has captured the essence of a volunteer service, empowering staff to better support its 52,000 volunteers and providing greater opportunities to remain responsive and ready to protect Victorian communities.

Mr Heffernan has made a significant contribution to protecting and preparing Victorian communities from the devastating effects of fires through his dedication and commitment to CFA.

Australian Fire Service Medal (AFSM)

Victoria

Mr Peter James Irving, Edenhope VIC 3318

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

Mr Peter Irving has provided over 40 years of dedicated volunteer service to the Country Fire Authority (CFA) and the wider Victorian community. Since joining the Edenhope Fire Brigade in 1984 he has held numerous leadership positions, including 3rd, 2nd and currently 1st lieutenant, and has served continuously as the Edenhope group officer since 2006.

Mr Irving is widely respected for his calm, decisive leadership during major fire events across western Victoria. He has coordinated complex, multi-agency responses under high-pressure conditions, always with a strong emphasis on firefighter safety and community protection. One notable example of his leadership occurred during the 2024 Kadnook plantation fire where he was instrumental in early incident management and strategic control of the fire front despite challenging terrain and limited communications. The incident remained active for several weeks, during which Mr Irving maintained an almost daily presence to manage flare-ups and ensure public safety.

Beyond operational duties, Mr Irving has made significant contributions to volunteer development, serving as the brigade training officer since 2010 and secretary and treasurer since 2014. He has also been a passionate advocate for CFA volunteers through his work with Volunteer Fire Brigades Victoria, currently serving as the president of the District 17 branch.

Mr Irving exemplifies the values of service, leadership, and selflessness. His enduring commitment has significantly strengthened the CFA and his community.

Australian Fire Service Medal (AFSM)

Victoria

Mr Aaron Robert Kennedy, VIC

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

Mr Aaron Kennedy has dedicated almost three decades to emergency management and bushfire response, progressing from a general firefighter to a highly respected level 3 incident controller, level 3 operations officer and regional controller.

Mr Kennedy has an enduring commitment to staff wellbeing and safety, and continuous improvement across the emergency management sector, demonstrated in his current role of Deputy Chief Fire Officer and as the Director of Forest and Fire Operations at the Department of Energy, Environment and Climate Action, and through his emergency response roles. His operational experience includes frontline leadership during major incidents such as the Beechworth–Library Road fire on Black Saturday, as well as guiding his team through the traumatic loss of two firefighters during the 2013 Harrietville fire. This event prompted him to drive significant improvements in safety practices and procedures, many of which staff in the department are benefiting from in emergency response work today.

As the Deputy Chief Fire Officer and the Director of Forest and Fire Operations in the Hume region, Mr Kennedy leads a workforce of approximately 430 personnel and has played a pivotal role in strengthening Victoria's bushfire prevention, preparedness, response and recovery capability. His leadership in implementing the statewide model of response has improved fire containment performance across public land.

A champion of safety and innovation, he has also led the department's remote water supply project, enhancing aerial suppression efficiency across eastern Victoria. Mr Kennedy's calm, decisive leadership during complex, high-risk events, including the 2019 Black Summer bushfires and 2026 Walwa Fire, demonstrates his exceptional service and enduring contribution to firefighter and community safety.

Australian Fire Service Medal (AFSM)

Victoria

Ms Fiona Jean Macken, VIC

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

Ms Fiona Macken commenced as a volunteer firefighter with Country Fire Authority (CFA) on 7 April 2008. Since that time, she has served in a range of front-line roles at Diamond Creek Fire Brigade, where she has held the positions of firefighter, second, third, and fourth lieutenant. She is currently serving as third Lieutenant and community safety coordinator. Since her experience during the Black Saturday fires of 2009, Ms Macken has been heavily involved in community safety roles, both with her brigade and CFA broadly, as well as across the emergency management sector while working for five years on the Victorian Government Safer Together program.

Through her 18 years as a volunteer, Ms Macken has attended more than 1,260 fire brigade calls, including fires, explosions, hazardous-conditions incidents, motor vehicle accidents, rescues and false alarms, and has been an incident controller on many of these occasions. Ms Macken is also a CFA trainer and assessor, strike team leader, and driver educator.

As a CFA employee, Ms Macken is Manager of the Fire Medical Response (FMR) Program, a partnership program, which sees CFA and Ambulance Victoria (AV) work closely together to train firefighters in CFA brigades to attend crucial Triple Zero calls in their community. FMR members are trained by AV and CFA to provide basic life support in conjunction with AV in regional areas of Victoria. Ms Macken has been responsible for the development of this program from the ground up, including state-wide consultation with a range of stakeholders, doctrine and policy development, and delivery of training to 50 volunteer CFA brigades.

Balancing her CFA commitments with raising a family, Ms Macken works tirelessly and consistently in her personal, volunteer and work lives. Whether turning out to incidents, volunteering in community safety activities or working in CFA medical response, her priority is always the health, safety and wellbeing of people first and foremost.

Australian Fire Service Medal (AFSM)

Victoria

Mr Rodney Grant McErvale, Beaufort VIC 3373

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

Mr Rodney McErvale has dedicated 37 years of active service to the Country Fire Authority (CFA), holding many roles of significant responsibility. He has served in a range of frontline roles for the Raglan Fire Brigade and Beaufort Group where he is currently a firefighter and has held the positions of lieutenant, captain, deputy group officer and group officer. Mr McErvale was a sector commander during the 2009 Black Saturday fires, leading field operations in the Healesville area, north-east of Melbourne.

Mr McErvale's strong connection with local communities led him to facilitate projects documenting the history of the 2019 Lexton Fire and the 2024 Bayindeen and Rocky Road fires, capturing the voices of those affected. These efforts led to the publication of two books, *Heat, Help and Healing* (2019 Lexton Fire) and *Scarred* (2024 Mount Cole Fire), preserving the stories of resilience and recovery. Additionally, through these community-based initiatives, he helped secure donations for local committee groups, ensuring funds were reinvested directly into the affected areas.

Mr McErvale's unwavering dedication, leadership, and commitment to both the CFA and local communities is truly exceptional, with thousands of hours volunteered in service. His contributions to the safety and wellbeing of the communities in Raglan, Beaufort, surrounding districts and throughout Victoria have been invaluable.

Through his dedicated service to CFA and communities, he has made significant sacrifices, frequently spending long periods of time away from his family to fulfill his responsibilities. Mr McErvale's sacrifices are a testament to his selflessness and deep sense of duty, putting the wellbeing of others before his own, time and time again.

Australian Fire Service Medal (AFSM)

Victoria

Mr Peter Arthur Shroder, VIC

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

Mr Peter Shroder commenced his firefighting career with the Metropolitan Fire Brigade in 2007 and now serves with Fire Rescue Victoria (FRV). With nearly two decades on the fireground, Mr Shroder has worked in a range of hazardous frontline roles across Victoria, responding to complex structural fires, hazardous materials incidents, large-scale industrial fires, and major bushfire campaigns. Mr Shroder is currently a frontline firefighter and serves as the health and safety representative for Western district, where he is widely respected for his leadership in firefighter health and wellbeing.

Mr Shroder has made an outstanding contribution to firefighter safety through his vision, persistence, and action in the field of occupational health. For 11 years he has led the research, advocacy, and implementation of diesel exhaust extraction systems throughout FRV fire stations, a project that directly addresses the long-term cancer risk associated with diesel particulate exposure. Mr Shroder's work has resulted in a landmark health and safety reform that will protect thousands of firefighters now and into the future.

Mr Shroder has also been a driving force behind the reform of FRV's fireground decontamination procedures, championing improved practices to reduce the risk of toxic contaminant exposure from firefighting gear, vehicles, and equipment. Through Mr Shroder's efforts, FRV has adopted a more proactive and scientifically informed approach to post-incident hygiene, enhancing both crew safety and organisational culture.

Mr Shroder has made a profound and lasting impact on firefighter health and safety in Victoria. His work has transformed long-standing practices and created safer, healthier workplaces for current and future generations of firefighters. Through distinguished frontline service and a career defined by innovation and care for others, Mr Shroder has served the community of Victoria with unwavering dedication and distinction.

Australian Fire Service Medal (AFSM)

Queensland

Mr Justin Shane Francis, QLD

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

Mr Justin Francis has served the Queensland Fire Department (QFD) for over 30 years, undertaking a wide range of frontline operational and specialist roles since joining the organisation in 1995. His career includes long-term service as an operational station officer across Brisbane, periods as a safety assessment and building approvals officer, and relieving appointments as acting inspector in both Operations and Building Fire Safety. He is currently an operational station officer at Cannon Hill Fire Station.

Throughout his career, Mr Francis has demonstrated exceptional commitment to firefighter safety, high-rise firefighting capability and community protection in the built environment. His academic achievements have underpinned significant organisational contributions. He identified critical knowledge gaps in high-rise firefighting and authored QFD's Firefighting in the Built Environment program, personally training more than 600 firefighters. His expertise led to involvement in major investigations, including the Cathedral Place fire, and he has presented at more than 30 national and international conferences on high-rise fire safety.

In 2017, Mr Francis was awarded a Churchill Fellowship to research global best practice in high-rise evacuation and building fire safety systems, including post-incident study of the Grenfell Tower fire. His findings continue to influence fire safety reforms in Australia and abroad. He later established and led the Firefighter Safety Working Group, driving major organisational improvements such as on-site decontamination procedures, enhanced personal protective equipment storage, air monitoring protocols and fire station design updates to reduce exposure to toxins.

Mr Francis has made a distinguished and sustained contribution to firefighter safety, operational readiness and community resilience. Across almost three decades of frontline and specialist service, he has consistently performed above expectations, delivered innovative solutions, and shaped safer practices for firefighters, QFD and the broader community.

Australian Fire Service Medal (AFSM)

Queensland

Mr Daren Mallouk, Mountain Creek QLD 4557

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

Mr Daren Mallouk has provided nearly 25 years of distinguished service, demonstrating exceptional operational and frontline service through his extensive contributions to fire investigation and emergency management, including senior leadership roles within the State Fire Investigation Unit, Queensland Fire Department (QFD). Mr Mallouk is recognised for his expertise in fire origin and cause determination and has contributed to over 150 complex investigations, while providing managerial oversight for more than 1,000 fire scenes involving structural damage, explosions, fatalities and hazardous materials. His technical proficiency and professional judgement have been instrumental in delivering expert witness testimony to the State Coroner, Queensland Police Service and the Director of Public Prosecutions.

Beyond his operational duties, Mr Mallouk has been a driving force in strengthening community safety and fire prevention. He has delivered training and specialist advice supporting the implementation of safety initiatives, fire prevention strategies and public education programs aimed at reducing unsafe practices and the use of non-compliant products. His leadership has played a key role in enhancing the capability of fire investigators, particularly in evidence preparation and reporting.

Mr Mallouk's influence extends nationally and internationally, where he has presented on emerging and high-risk issues such as lithium-ion battery hazards, fatal fire analysis and fire scene reconstruction. He is widely regarded for his ability to lead change, mentor investigators and foster cross-agency collaboration. His commitment to integrity, governance and public safety exemplifies the highest standards of the QFD and reflects his outstanding contribution to the broader community.

Australian Fire Service Medal (AFSM)

Queensland

Mr Stephen Lesley Malone, QLD

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

Mr Stephen Malone has served the Queensland Fire Department (QFD) and broader emergency services sector for more than 32 years, commencing as a Rural Fire Service Queensland (RFSQ) brigade member with Hamilton River Rural Brigade, Dry Ridges Rural Brigade and Kynuna Rural Brigade in February 1994. He has undertaken a range of frontline roles, including auxiliary firefighter and auxiliary captain with Julia Creek Fire and Rescue from June 2015, and as a member of the Julia Creek State Emergency Service (SES) from August 2015. He continues to serve his community as an auxiliary captain, SES member and long-standing RFSQ volunteer.

Throughout his career, Mr Malone has demonstrated exceptional commitment to community safety, multi-agency collaboration and operational preparedness. Recognising the challenges of emergency response in remote areas, he established the McKinlay Shire First Responders Group to improve coordination between QFD, Queensland Ambulance Service, Queensland Police Service, and the SES. This initiative strengthened communication on the ground, improved joint training, and fostered a unified emergency services presence within the Julia Creek community.

In response to unprecedented fuel loads across the Mitchell Grass Downs region, Mr Malone organised rural fire training for 30 graziers, addressing a generational gap in fire behaviour knowledge. His leadership prepared the region for three intense fire seasons, resulting in no major infrastructure losses or fireground injuries, while building strong partnerships between landholders, QFD, LifeFlight and local government.

Mr Malone also identified limitations in remote medical response and developed the LifeFlight JetA1 Fuel Partnership, enabling extended helicopter access for medical and search-and-rescue operations in previously inaccessible areas. Additionally, he created a fixed-location emergency '000' sheet system to improve caller location accuracy across rural properties, significantly reducing response delays. His long-standing leadership, operational commitment and community-driven innovation have had an enduring impact on rural firefighting in Queensland.

Australian Fire Service Medal (AFSM)

Western Australia

Mr Nigel Kenneth Elliott, Kununurra WA 6743

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

Since joining the Fire and Emergency Services Authority in 1997 as both a volunteer and career firefighter, Mr Nigel Elliott has provided more than 28 years of exceptional service to the community. Over the past four years, he has served as a district officer in the East Kimberley which is one of the most isolated and operationally demanding regions in Western Australia. Mr Elliott has attended well over 3,000 incidents, including 868 bushfires, 319 structure fires and 205 road crash rescues. During the devastating Kimberley floods in 2023, Mr Elliott served as the divisional commander for the Fitzroy region and later as an air operations manager. In extremely challenging conditions characterised by fast-moving floodwaters, oppressive heat and significant biohazards, Mr Elliott led lifesaving rescues, coordinated complex evacuations and oversaw critical supply drops to isolated areas.

Mr Elliott played a pivotal role in the development of Western Australia's Rapid Damage Assessment (RDA) tool, now widely used during fires, floods, cyclones and storms. While undertaking RDAs as part of major bushfires in Northcliffe in 2015, rapidly changing conditions placed Mr Elliott directly in the fire's path. Without regard for his own safety, Mr Elliott headed towards the smoke and flames to rescue a homeowner and her pets. This act exemplifies his courage and unwavering commitment to community safety.

Highly respected for his ability to work collaboratively with indigenous stakeholders, Mr Elliott has strengthened trust between emergency services and communities across the Kimberley. During the El Questro bushfires in 2025, which burnt around 99,000 hectares, his decision to embed Aboriginal rangers into operational teams ensured the protection of significant heritage sites and enabled the integration of cultural burning practices into incident response.

Mr Elliott has consistently demonstrated excellence both on the frontline and behind the scenes. He has saved lives, strengthened communities and helped shape the future of emergency services in Western Australia.

Australian Fire Service Medal (AFSM)

Western Australia

Mr Colin Winston James, Helena Vale WA 6056

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

Mr Colin James started in 1980 as a volunteer firefighter with the Darlington Bush Fire Brigade. During more than four decades of dedicated service he has held a string of leadership positions within the brigade, including captain and lieutenant, and today he remains an active and well-respected member of the Fire Support Group.

Since 1998, Mr James has volunteered with the Department of Fire and Emergency Services (DFES) Air Operations Team where, as an air base manager, he is responsible for overseeing the complex logistics of helicopter landing sites and aircraft water refilling during major incidents across Western Australia. This role saw Mr James deploy for two weeks to New South Wales during the devastating Black Summer bushfires in 2019. While facing extremely hot and difficult conditions, Mr James worked tirelessly to ensure up to 20 helicopters and fixed-wing aircraft could refill and redeploy without delay, maximising their time on the fireground.

Mr James has seized every opportunity to improve incident response, preparedness and prevention at both a local and state level, sitting on no fewer than five emergency management committees over a 15-year period. In 1996, he established Darlington's Bushfire Ready Group and has since devoted countless hours as coordinator, recruiting members and delivering vital bushfire safety education. Thanks to his tireless efforts, the group has thrived, with membership now covering most of the high-risk suburb.

A community man through and through, Mr James has made a lasting and meaningful impact on both his local brigade and the wider community. It is rare to find a volunteer whose distinguished service spans so many facets of emergency management. He is an asset to all those he serves.

Australian Fire Service Medal (AFSM)

South Australia

Mr Russell David Wood, Clarence Gardens SA 5039

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

Since joining in 1994, Mr Russell David Wood has dedicated more than 31 years to the South Australian Metropolitan Fire Service (MFS) and is widely recognised for his extraordinary impact through innovation in emergency communications, as well as his strong commitment to the welfare of staff and frontline firefighters.

Mr Wood currently serves as a communications officer and an operational firefighter. After graduating within the Drill Squad 17/94, he served in operational firefighting roles before moving into communications, where he has spent most of his career providing calm, decisive and reliable coordination in high-pressure emergency environments.

His contribution is distinguished by his development of a suite of systems that have fundamentally transformed how the MFS prepares for and manages periods of extreme demand. These include the Staffing Matrix and Level of Preparedness model, now embedded across the MFS, which uses weather forecasts and live call data to proactively set staffing and readiness levels. He also designed contingency, redundancy and reporting systems that ensure operations continue during system outages and that clear, timely information is dispersed to support effective decision-making.

Throughout his career, Mr Wood has been a trusted presence during some of the busiest and most challenging periods for the MFS, including major bushfires and severe weather events. Through his professionalism, passion for innovation and genuine care for others, he has set a standard for his peers and made an enduring contribution to the effectiveness and resilience of the MFS.

Australian Fire Service Medal (AFSM)

South Australia

Mr Michael Aubrey Wouters, Normanville SA 5204

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

Mr Michael Wouters has devoted more than three decades to fire management and emergency services, driven by a strong commitment to improving community safety and strengthening Australia's ability to prepare for and respond to bushfires. From 2004 to December 2022, Mr Wouters led the fire science, predictive services and incident mapping functions within the Department for Environment and Water (DEW). In this role, he ensured fire management practices in South Australia were underpinned by sound science and practical tools, contributing to more effective bushfire risk reduction across all land tenures. His work supported stronger engagement with landowners and delivered improved community safety and environmental outcomes.

Mr Wouters has long been recognised for his passion for understanding fire behaviour and translating complex science into real-time operational decision-making. He demonstrated outstanding leadership in identifying the need to build fire behaviour analysis and incident mapping capability in South Australia. These capabilities are now central to bushfire operations, providing enhanced situational awareness and supporting safer, more effective decision-making during major incidents.

Mr Wouters also served as the DEW Fire and Flood State duty officer, coordinating National Parks and Wildlife Service brigade responses to local, interstate and international deployments. This role required statewide coordination, inter-agency liaison and oversight of prescribed burning and bushfire suppression activities.

Mr Wouters's influence extends nationally through his leadership within the Australasian Fire and Emergency Service Authorities Council, including his role as chair of the Predictive Services Group during the challenging period following the 2019–20 Black Summer bushfires. He also established the Predictive Services (Bushfire) Practitioners' Network, fostering a national community of practice that continues to support frontline analysts and emergency managers.

Mr Wouters has played a pivotal role in developing the next generation of fire professionals and ensuring research delivers practical, real-world outcomes. His sustained and exceptional service has left a lasting legacy across emergency management.

Australian Fire Service Medal (AFSM)

Australian Capital Territory

Mr David John Pennock, ACT

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

Mr David Pennock has been a member of the ACT Rural Fire Service (ACTRFS) since 1993. His length of volunteer service amounts to over 30 years since joining as a member of the Southern Districts Brigade, where he has held a range of both operational and administrative positions during this time. He has held the position of brigade captain since 2018 and, in this role, works closely with the Tharwa community and has spearheaded a collaborative leadership approach and culture.

Mr Pennock made significant contributions to fires close to home, including having an active role in the 2001, 2003 and 2019-2020 Canberra bushfires. Mr Pennock invests all his personal time in supporting the community and the Southern Districts Brigade as captain.

Mr Pennock has also displayed innovative commitment towards building and supporting gender diversity within his brigade. During his time as the acting operations officer within the ACT Emergency Services Agency, Mr Pennock was involved in the delivery of the respirator rollout for all members of the service. This project supports health and safety for the volunteers.

Mr Pennock's trust, devotion, and loyalty are qualities that he shares with his brigade and local community. His sense of humour, in what can be at times described as dark, challenging and physically exhaustive environments, enhances the camaraderie he has cultivated in his brigade through his own leadership, and makes him highly regarded captain, friend and mentor.

Australian Fire Service Medal (AFSM)

Australian Capital Territory

Mr Matthew Nelson Shonk, ACT

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

Over a career spanning 28 years, Mr Matthew Shonk has displayed unwavering commitment to protecting life and property with ACT Fire and Rescue (ACTF&R), in a manner that surpasses normal duties. Mr Shonk has advocated for the enhancement of ACTF&R frontline delivery techniques in every capacity, from a senior firefighter and superintendent right through to his time as interim chief officer.

He has demonstrated exceptional passion for health, safety and wellbeing, coupled with a continued commitment to enhancing the operational and technological capabilities of firefighters and facilities in years to come. His efforts include the development of new infrastructure prioritising the current and future needs of firefighters, advancement of fleet capability and dedication to preparing a greater-enabled service for future generations, well equipped to respond to the needs of the community.

His tireless dedication to enhancing emergency service capabilities through knowledge sharing and collaborative partnerships across government, as well as on a national level, has significantly elevated the ACTF&R's collective capacity to respond effectively to emergencies to the betterment of the ACT community. Mr Shonk has served ACTF&R and the ACT community with distinction throughout his career, often in difficult circumstances and in the face of adversity with the utmost level of professionalism and compassion.

Australian Fire Service Medal (AFSM)

Northern Territory

Ms Dianne Tynan, Noonamah NT 0837

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

Ms Dianne Tynan commenced service with Bushfires NT in 1984 and is currently a Fire Warden and Volunteer Fire Firefighter, Dianne recently retired as Brigade Captain after 40 years. Over her 42-years of dedicated service, she has undertaken a range of frontline and operational roles, including serving as a founding member and Deputy Captain of the Elizabeth Valley Volunteer Bushfire Brigade. She was also an inaugural member of the Bushfires NT Volunteers Association, a delegate to the Council of Australian Volunteer Fire Associations, and a member of the Northern Territory Bushfires Council and is currently a member of Bushfires NT Vernon Arafura Regional Committee.

Throughout her career, Ms Tynan has served on the fireground in hazardous and demanding conditions across the Darwin rural area, demonstrating sustained operational commitment and leadership. She has provided distinguished service through her prolonged exposure to hazardous bushfire environments and her exceptional leadership within the volunteer brigade. She has actively recruited, trained and mentored volunteer members, ensuring the brigade maintains a high level of operational readiness and safety.

Ms Tynan's leadership during bushfire responses and fire mitigation activities has strengthened community resilience and reinforced public confidence in Bushfires NT. Through her advocacy and persistence, she has also secured improvements to brigade capability, resulting in a well-equipped headquarters and a comprehensive fleet of fire mitigation and suppression vehicles and equipment.

A trailblazer for women in a traditionally male-dominated field, Ms Tynan has consistently championed inclusion and mentoring within Bushfires NT and NT Fire and Emergency Services. Her commitment to developing capability, improving safety practices and supporting volunteers have enhanced operational effectiveness and safeguarded both personnel and the broader community.

Ms Tynan has made a significant contribution to the safety and wellbeing of the Darwin rural community throughout her more than 40-year career, serving with dedication, courage and distinction through sustained hazardous service and leadership.

Ambulance Service Medal (ASM)

New South Wales

Mr Andrew Mayer, NSW

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

Mr Andrew Mayer has delivered exceptional service throughout his 39-year career with NSW Ambulance, contributing to some of the state's most complex and high-risk operations.

He played a critical role in Strikeforce Durkin, assisting an injured NSW Police officer while under extreme danger.

Mr Mayer has led and supported numerous Special Operations deployments across Australia, including major bushfires and flood-rescue operations in NSW and Queensland, consistently demonstrating exemplary leadership, clinical skill and a commitment to team safety.

As special operations team leader during the Martin Place Siege, he coordinated the NSW Ambulance response alongside NSW Police Tactical Units and provided frontline medical care. He has also been instrumental in developing NSW Ambulance's Special Operations and flood-rescue capabilities, shaping training, governance and rescue operations, and mentoring generations of Special Operations paramedics.

Mr Mayer's dedication, professionalism and courage exemplify the highest values of NSW Ambulance.

Ambulance Service Medal (ASM)

Queensland

Ms Sandra Leeann Osbourne (Gawn), Townsville QLD 4818

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

Ms Sandra Osbourne (Gawn) commenced her career with the Queensland Ambulance Service (QAS) as an honorary ambulance officer in 2002 and has progressed to her current role as the director of the Townsville District. Ms Osbourne has taken on senior clinical roles where she has provided the highest level of frontline leadership, advice, professional development and clinical expertise to the broader paramedic cohort within her area of operations to achieve the best outcome for patients in what can be challenging circumstances.

Ms Osbourne attended numerous significant incidents between 2004–2025 and has undertaken command roles at the scene of multi-casualty incidents. In addition, she has held leadership roles within the Regional Ambulance Coordination Centre and deployed to assist the Local Disaster Management Group and District Disaster Management Group during significant weather events in North Queensland.

During her time as the officer-in-charge at the Kirwan Ambulance Station and Northern Beaches Ambulance Station, Ms Osbourne successfully oversaw the decampment of the Kirwan Ambulance Station and continuation of service delivery from a temporary site to allow for the construction of the new station.

She has also contributed significantly to the delivery of ambulance services and community preparedness through her work with local ambulance committees and is dedicated to the promotion of the QAS and cardiopulmonary resuscitation awareness in the community. In addition, Ms Osbourne has been involved in numerous community programs including the RACQ Docudrama road safety program, including school visits to talk on the effects of drug use, and coordinated resources for re-enactments and scenarios conducted at schools and community events.

Ms Osbourne is a patient-focused leader experienced in all facets of ambulance service delivery and is an exemplary professional QAS officer who is highly regarded by the Queensland community, the QAS and colleagues.

Ambulance Service Medal (ASM)

Queensland

Ms Vanessa Olympia Schafranek, Wongaling Beach QLD 4852

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

Ms Vanessa Schafranek has been delivering pre-hospital care to the Queensland community since she started with the Queensland Ambulance Service (QAS) as a student paramedic in 2002. She has now progressed to her current role as officer in charge of Tully Ambulance Station in the Far Northern Region.

Ms Schafranek has continually demonstrated her ability to support and lead her community through multiple natural disasters by ensuring the continuity of pre-hospital care. As a frontline operational officer, she has been involved in the preparation, response and recovery of numerous disaster events, such as Tropical Cyclone (TC) Larry in 2006, TC Yasi in 2011, TC Ita in 2014, TC Debbie in 2017, and most recently TC Jasper in 2023.

Ms Schafranek often represents and supports the QAS director at the Cassowary Coast District Disaster Management Group and Innisfail Local Disaster Management Group. She has been instrumental in developing local procedures that assist districts to prepare for natural disasters. These procedures have also been utilised to upskill and train supervisors for natural-disaster preparation across the region.

In addition to Ms Schafranek's efforts during disasters, she continues to exemplify the characteristics of a frontline operational leader. She leads by example, supporting upper management while mentoring and guiding up-and-coming leaders in the region. Throughout her career, Ms Schafranek has gained the trust and support of the community through active community engagement, working until recently as a peer support officer, and remaining active in ensuring positive welfare, wellbeing and psychological health in the workplace.

Throughout Ms Schafranek's more than 23 years of service to the Queensland community and QAS, she has made significant contributions that ensure a high level of pre-hospital care is delivered to patients on every occasion.

Ambulance Service Medal (ASM)

Queensland

Ms Krystal Anne Smith, Mareeba QLD 4880

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

Ms Krystal Smith commenced her career in 2010, as an ambulance attendant with the Queensland Ambulance Service (QAS). She became the first qualified identified paramedic in the service after graduating from the QAS Indigenous Paramedic Program (IPP) and has served in a range of frontline roles, including at Normanton in the Northern Region where she held the position of officer in charge. She is currently serving as the director of the Torres and Cape District.

Throughout her career, Ms Smith has delivered paramedic services to various remote communities in Northern Queensland. This has exposed her to numerous challenging and confronting clinical situations where she not only supported her community but led operational responses during natural disasters such as the 2019 North Queensland floods. She has consistently demonstrated the ability to overcome the unique challenges posed in remote areas and provide a high level of critical pre-hospital care to patients in these remote parts of the state.

Ms Smith has been an integral part of several key projects, such as the Cape York Project and the review of Cape York operations. This resulted in the delivery of a dedicated ambulance in 2025 to service the Hope Vale and Mapoon communities. Ms Smith has also trained paramedics on how to deliver the Stop the Bleed program to communities in traditional languages, which has been enthusiastically embraced by patients and community members across the Northern Region. Through her work, Ms Smith is helping improve the health equity in Aboriginal and Torres Strait Islander communities.

Ms Smith is regarded as an inspirational leader and Aboriginal and Torres Strait Islander ambassador for the QAS. She has played a pivotal role in overseeing and implementing several significant organisational policies, all of which reaffirm QAS's commitment to co-designing culturally respectful and responsive services for Aboriginal and Torres Strait Islander communities.

Ambulance Service Medal (ASM)

Western Australia

Mr Deane Michael Coxall, WA

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

Mr Deane Coxall has provided more than 13 years of service to St John Ambulance Western Australia, contributing across operational, clinical and leadership domains. His career is marked by a commitment to patient care, clinical governance, digital transformation and the development of advanced capabilities that strengthen ambulance services across Western Australia.

A cornerstone of Mr Coxall's career has been his leadership in developing Clinical Resources (CR), St John Western Australia's digital Clinical Practice Guideline platform. Replacing static PDF-based documents with a mobile-first system, CR improved access to real-time clinical information, which has strengthened evidence-based decision-making, improved consistency of care across geographically dispersed operations and ensured rapid dissemination of critical updates. Its impact was especially pronounced during the COVID-19 pandemic, when it facilitated timely communication of evolving guidance to staff and volunteers statewide. The platform's structured checklists and integrated reference remain vital to clinician support and patient safety.

Mr Coxall's contributions extend beyond digital innovation. He has demonstrated significant leadership in reviewing and enhancing clinical equipment, including the statewide implementation of the Laerdal Compact Suction Unit 4 across all emergency vehicles – an initiative that improved operational consistency and frontline capability. He has also played a pivotal role in optimising clinical processes within the State Operations Centre (SOC), notably through the development of an Addison's Registry that streamlined access to life-saving medications, improving outcomes for vulnerable patient cohorts.

Mr Coxall now serves as manager, Specialist Operations, overseeing the Paramedic Special Operations (PSO) team, an elite capability that responds to high-risk and complex environments including hazardous materials, confined-space and vertical rescue, and multi-agency disaster operations. He has been instrumental in ensuring the team is well-prepared, appropriately trained, and integrated into state-level emergency response frameworks through strong collaboration with the Department of Fire and Emergency Services, WA Police and other agencies. His efforts have enhanced interoperability, safety, and operational readiness across some of the most hazardous scenarios encountered by frontline crews.

Ambulance Service Medal (ASM)

Western Australia

Ms Karen Anne Hollings, Rockingham WA 6168

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

Ms Karen Hollings has served St John Ambulance Western Australia for over 21 years, consistently demonstrating exceptional resilience and leadership. She has faced prolonged exposure to hazards throughout her career, including multiple traumatic events and high-acuity emergencies. In 2014, Ms Hollings suffered serious injuries that required several surgeries, extensive rehabilitation, and treatment for PTSD. Despite these challenges, she returned to full operational frontline duties in 2020, exemplifying courage and commitment to service.

Ms Hollings has participated in significant deployments, delivering advanced clinical care under pressure and supporting teams during major incidents. Her ability to remain calm and decisive in critical situations has saved lives and upheld the highest standards of paramedic practice.

Beyond her operational excellence, Ms Hollings has implemented and facilitated programs that provide enduring benefits for frontline personnel. Most notably, she founded Dogs for First Responders, a pioneering initiative that uses therapy dogs to support the mental health of emergency service workers. The program now includes five dogs and experienced handlers trained in mental-health first aid, offering comfort and connection during traumatic events. The program is endorsed by clinical experts and senior leadership, featured on ABC Radio and in *The West Australian*, and recognised as an innovative approach to wellbeing.

Ms Hollings also serves as a wellbeing supporter, mentoring colleagues, and advocates for mental health awareness. Her community contributions include supporting women through the Pink Belt Project, teaching karate for over 20 years to build confidence in youth.

Ms Hollings's operational, innovative, and community-focused contributions have delivered measurable and lasting benefits for frontline personnel and the wider community.

Ms Hollings has been a source of inspiration for many individuals who have experienced stress and mental health challenges. Her resilience and determination have motivated numerous colleagues to persevere through professional and personal hurdles. Her ability to recover from injury and adversity, and to channel those experiences into meaningful support programs and community initiatives, has been widely regarded as exemplary.

Ambulance Service Medal (ASM)

South Australia

Mr Ian Douglas Debono, SA

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

Beginning his career as a paramedic, Mr Ian Debono has held multiple clinical and frontline roles, delivering a sustained, outstanding and transformative contribution to the SA Ambulance Service (SAAS) and the broader health system. Mr Debono has had a profound and enduring impact on the education, development and clinical capability of SAAS.

As a frontline paramedic, Mr Debono goes above and beyond, providing compassionate care even in the most challenging and emotionally confronting circumstances, often as a solo emergency responder, managing complex clinical risks and navigating high-stress environments. Mr Debono has an exceptional ability to connect with patients and their families, understanding their needs beyond clinical care. During times of crisis, he has supported patients and their families with domestic and personal needs, as well as providing sensitive end-of-life care and support.

Mr Debono's commitment to high-quality education has set the foundation for the standards of clinical practice SAAS provides to the community today. Widely regarded as one of the most holistic and effective teachers within SAAS, his expertise continues to underpin ongoing quality improvement and assurance activities, ensuring SAAS consistently meets national safety and quality standards.

As well as his full-time frontline role, Mr Debono contributes hundreds of volunteer hours to support training, clinical development and post-case reflection. His ability to support a broad range of clinicians, from new graduates through to senior personnel, demonstrates his exceptional clinical insight and dedication to building capability across the organisation.

Mr Debono's remarkable clinical abilities, sustained leadership, educational excellence and unwavering support of SAAS clinicians represent an outstanding and lasting contribution to the organisation and the community of South Australia.

Ambulance Service Medal (ASM)

South Australia

Mrs Elizabeth Robyn Noom, SA

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

Mrs Elizabeth Noom is a volunteer ambulance officer based at Moonta Ambulance Station, providing frontline ambulance services to her local community. Her reliability and willingness to step in whenever needed, often at short notice to ensure the community is never without the emergency medical support it may need, are to be commended.

During the COVID-19 pandemic, Mrs Noom continued to undertake her operational duties to ensure continuity of ambulance response, demonstrating the deep personal level of care and commitment she has to the SA Ambulance Service (SAAS) and to her community.

Mrs Noom also offers invaluable assistance to the station management team, supporting a range of operational and administrative functions that are essential to the effective running of a volunteer-based emergency service.

Beyond her frontline clinical responsibilities, Mrs Noom has made substantial contributions to the development and cohesion of the volunteer workforce, mentoring new members by providing steady guidance, reassurance and practical support as they transition into the demands of pre-hospital care. With her exceptional leadership skills, compassion, professionalism and unwavering dedication to SAAS and the South Australian community, Mrs Noom embodies what it is to be a SAAS volunteer.

Ambulance Service Medal (ASM)

Tasmania

Ms Margaret Ann Chilcott, Poatina TAS 7302

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

Ms Margaret Chilcott commenced service with Ambulance Tasmania as a volunteer ambulance officer (VAO) in May 2012, serving in the rural communities of Poatina, Longford and Campbell Town. She continues to serve actively in this frontline role, where VAOs are frequently the first responders to emergency incidents in isolated areas. In addition, she has served as a volunteer coordinator for the Poatina Community Emergency Response Team (CERT) since 2012, leading a rapid-response capability designed to deliver immediate life-saving care until ambulance crews arrive. She also undertakes ongoing duties as a mentor to new VAOs, supporting capability development across multiple rural locations.

Over more than 13 years of sustained service, Ms Chilcott has responded to time-critical emergencies in complex and high-risk rural environments where early intervention is vital. As a VAO and CERT coordinator, she regularly manages emergency scenes, delivers basic life support, operates emergency vehicles, and stabilises patients under pressure until paramedic crews arrive. Her leadership of the Poatina CERT ensures readiness, equipment preparedness and rapid concurrent dispatch, significantly reducing time-to-care in remote communities. Her frontline contribution is exceptional in scale and longevity, with more than 54,000 volunteer hours dedicated to Ambulance Tasmania.

Beyond direct response, Ms Chilcott has made a substantial organisation-wide contribution. Through the Volunteer Ambulance Officers Association of Tasmania (VAOAT), she strengthens statewide volunteer representation, supports policy development, contributes to training initiatives, and advances outcomes arising from the 2024 Memorandum of Understanding between VAOAT and Ambulance Tasmania. She has also provided critical volunteer insight through the Fleet and Equipment Advisory Committee and the Volunteer Education Program Working Group, improving safety, access and consistency for volunteers statewide.

Ms Chilcott's extraordinary commitment, frontline service, community leadership and sustained advocacy exemplify the highest standards of volunteer emergency service.

Ambulance Service Medal (ASM)

Tasmania

Ms Michelle Maree Izard, TAS

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

Ms Michelle Izard commenced service as a frontline paramedic with Ambulance Tasmania on 2 May 2011, beginning her career responding to emergency medical incidents across the community. Since that time, she has served in a variety of frontline and operational leadership roles, including as a duty manager and deployment supervisor in the Communications Centre, both of which carried significant real-time operational risk management responsibilities. She also served as the manager of the State Operations Centre and as the acting director of Critical Care and Retrieval, positions central to coordinating high-acuity emergency responses across the state. She is currently the manager of Integrated Care and is undertaking a secondment as the senior change manager and functional panel chair for the AePCR Project, Bluegum Health Transformation.

Throughout her career, Ms Izard has delivered exceptional service across high-risk operational environments. Her grounding as a frontline paramedic provided deep insight into the realities faced by road crews, shaping a leadership style centred on accountability, calm command presence, and unwavering commitment to supporting those in frontline roles. In the Communications Centre she guided teams through critical incidents, surging demand, and complex interagency operations, ensuring safe, timely, and coordinated emergency responses. Her work in critical care and retrieval further demonstrate her capability in leading high-performing teams who work in high-acuity, high-pressure environments requiring precise clinical and operational judgement.

In addition to her operational leadership, Ms Izard has driven major system-wide reforms through five significant organisational projects spanning GoodSam, Helicopter Emergency Medical Services, operational restructure and rostering, statewide medication management, and implementation of the new electronic Patient Care Record system. These initiatives have modernised service delivery, strengthened clinical governance, and directly improved safety and efficiency for frontline staff.

Ms Izard's combination of frontline service, operational command leadership, and sustained organisational reform demonstrates her outstanding contribution to emergency health services.

Ambulance Service Medal (ASM)

Tasmania

Mr Garry Paul White, Howrah TAS 7018

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

Mr Garry White commenced his frontline service with Ambulance Tasmania as an intensive care paramedic in the Southern Region in 2006, a clinical role in which he continues to actively practise. In 2009, he expanded his frontline service as a rotary intensive care flight paramedic, responding to high-acuity emergencies in complex and remote environments. Since that time, Mr White has progressed through a series of senior operational and leadership roles. He currently serves as the director of Operations for the Southern Region and is responsible for the welfare and performance of paramedics and volunteers.

Throughout his career, Mr White has made significant contributions across both frontline and executive domains. His leadership in critical care, retrieval medicine, and helicopter operations has directly improved system capability and patient outcomes. As the management lead for the 2016 review of Tasmania's helicopter services, he identified key clinical and operational risks and designed a new model for a high-acuity Helicopter Emergency Medical Service (HEMS). He then led the implementation of Tasmania's first fully integrated critical care HEMS, securing funding, building systems and infrastructure, and leading contract and workforce development. Under his leadership, response capability improved from a single-paramedic response in 52 minutes to a doctor-paramedic intensive care team available within 10 minutes.

Mr White also played a critical role in the Hillcrest disaster, coordinating statewide retrieval resources to maximise survival outcomes. His leadership of the Early Access to Defibrillation Program delivered a world-first system connecting community automated external defibrillator to emergency services, directly contributing to multiple documented patient saves.

As an ambulance commander during the COVID-19 pandemic, Mr White established and led the Emergency Operations Centre, providing statewide operational direction, strategic planning, and interagency coordination during a period of unprecedented risk.

Mr White's combination of frontline service, high-stakes emergency leadership, and transformative system improvements has made a significant and enduring contribution to Ambulance Tasmania.

Emergency Services Medal (ESM)

New South Wales

Mr Paul Edward Ballard, Macquarie Park NSW 2113

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

Mr Paul Ballard joined the Australian Volunteer Coast Guard Association, now Marine Rescue NSW (MRNSW), in 2005 and has attained a rating of marine rescue master while also being the unit commander since 2023. He is an avid advocate for safe boating practices and through his natural assertion as a mentor and leader, Mr Ballard continually seeks to ensure his fellow volunteers experience the very best of professional training.

Mr Ballard has spent many hundreds of sea time hours in company with other Marine Rescue vessels and Marine Area Command vessels, in deteriorating conditions searching for missing persons in and around the Harbour and off Sydney Heads. Over his more than 20 years of service, he has led and participated in numerous rescue missions, including many offshore rescues in difficult and life-threatening conditions.

Mr Ballard is widely respected for his skill and professionalism, giving his fellow crew members confidence in his skills, abilities and judgment. As a trainer and assessor, he is the first to pass that knowledge on to others, and over the years he has trained hundreds of new entrants to the unit and mentored crew members as they strive to attain higher qualifications.

His contribution in numerous roles, operational courage, and willingness to share his extensive knowledge and experience to build the safety and professionalism of his fellow volunteers are driven by an abiding and selfless commitment to service. The unit honoured Mr Ballard's service by naming its newest and largest rescue vessel Port Jackson 31 'the Paul Ballard', a gracious gesture that signifies the respect and camaraderie experienced and expressed by his fellow volunteers.

During his service with MRNSW, he has demonstrated a distinguished and exemplary commitment to public service and has shown overwhelming dedication, commitment and loyalty to the boating community of NSW.

Emergency Services Medal (ESM)

New South Wales

Mr David Russell Farmer, NSW

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

Mr David Farmer joined Marine Rescue NSW (MRNSW) in 2011, and following extensive training he became the first inland Marine Rescue Coxswain in NSW. He continues to provide operational service as a Marine Rescue Coxswain to this day.

Mr Farmer and the team are responsible for ensuring 24/7 marine search and rescue services are available in the Lake Jindabyne and Eucumbene waterways of the Australian Alps. Along with his unit members, he provides vital leadership and management, both operationally and administratively, ensuring the alpine communities are serviced to a high standard.

His efforts to recruit, train, develop and retain Marine Rescue Alpine Lakes Unit members have ensured this specialist rescue capability and strengthened public confidence in the volunteer MRNSW organisation. Mr Farmer has built extensive and effective inter-agency relationships with other emergency services, including the NSW Police Force, and his fostering of these relationships assists in effective risk management and operational outcomes in extremely challenging environments. During his service to MRNSW, he has participated in many rescues and recoveries in the treacherous Alpine Lakes region, requiring specialist skill and extensive knowledge of the local waterways.

His service to the community through emergency services extends beyond MRNSW, as he has served as a retained fire fighter for 34 years and station commander captain at Fire and Rescue NSW, 338 Station Jindabyne. In his capacity as station commander, Mr Farmer has performed in many rescue campaigns including the 2003 and 2019 bushfires and notably worked on the Thredbo landslide disaster. Mr Farmer has contributed in a most distinguished manner to the safety of the NSW boating community particularly in the Alpine region and has shown dedication and commitment to MRNSW and to saving lives on the water.

Emergency Services Medal (ESM)

New South Wales

Ms Suzanne Freeman BM, NSW

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

For more than 23 years, Ms Suzanne Freeman has been a volunteer member of the Marine Rescue Port Stephens Unit. Her professionalism, commitment and skill have directly contributed to the safety of the boating public on the waterways and coast of NSW. She has earned a reputation as a strong leader in her roles both in rescue vessel operations and the radio base and is currently the membership and welfare officer, where her contribution has added to the overall wellbeing of the unit.

Ms Freeman currently has over 4,900 hours as boat crew and coxswain, and over 1,350 hours in the radio room. As a senior coxswain and member of the boat crew, she has been involved in many rescue operations, both inshore and offshore. Many of these operations have been conducted in less-than-favourable offshore conditions, including the East Coast Low Emergency of 6 and 7 January 2016, in a series of operations which included five Maydays.

Ms Freeman's lengthy and varied experience sees her act as a valued mentor and advocate for her volunteer colleagues where she is recognised as a champion for the female members of Marine Rescue NSW, providing leadership and support to encourage the development and ambitions of the women around her. During her service, Ms Freeman has demonstrated a distinguished and exemplary commitment to public service and to Marine Rescue NSW, and has shown overwhelming dedication, commitment and loyalty to saving lives on the water.

Emergency Services Medal (ESM)

New South Wales

Mr Stuart Graeme Harvey, Avoca Beach NSW 2251

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

Mr Stuart Harvey has been at the forefront of emergency management operations with Surf Life Saving NSW (SLSNSW) at a local, branch, and state level, significantly advancing coastal public safety and surf rescue emergency response. In the process, he has directly and indirectly saved many lives.

He has served many frontline lifesaving roles over recent decades, including as a patrol member, rescue watercraft operator, Surf Life Saving Central Coast duty officer, SLSNSW state duty officer, Surf Life Saving Central Coast SLSCC SurfCom operator, and drone operations. As a trainer, assessor and facilitator he has also passed on his knowledge and mentored lifesavers in key frontline roles.

Mr Harvey gained his Bronze Medallion in 1986 and has been a patrolling lifesaver for over 35 years. He has saved countless lives on Central Coast beaches, including his most recent involvement in successfully resuscitating, with the use of defibrillation, an unconscious man recovered face down at Avoca Beach after patrol hours in December 2025.

As an inaugural SLSNSW state duty officer between 2015 to 2017, Mr Harvey was on call 24/7 and coordinated efficient responses to coastal emergencies in NSW activated via Triple Zero, tasking the most appropriate and timely rescue resources to these emergency incidents.

As a long-term duty officer, director of lifesaving, and president, Mr Harvey has been involved in countless emergency incidents, including coordinating many major search and rescue operations supporting club lifesavers in critical emergency incidents.

Emergency Services Medal (ESM)

New South Wales

Mr Kevin John Jones, Glossodia NSW 2756

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

Mr Kevin Jones has been at the forefront of operations at the NSW State Emergency Service (NSW SES) for more than 52 years. Having joined the Hawkesbury Unit at just 14 years old, he has gone on to serve in many leadership roles including local commander and unit commander.

Mr Jones has personally attended thousands of rescue operations, including road crashes, industrial and domestic rescues, large animal rescues, vertical rescues, and flood emergencies. A defining example of his courage occurred during the historic Colo River flood in March 1978, where, at just 18 years old, he saved the life of a pregnant woman in treacherous floodwaters, an act that underscores his exceptional skill and bravery under extreme hazard.

Over the last ten years alone, Mr Jones has responded to more than 600 individual rescue incidents in addition to leading major flood and storm operations on the Hawkesbury River, one of Australia's highest flood-risk areas. His operational leadership ensures rapid, effective responses during critical emergencies. Recognising the need for local capability, Mr Jones was instrumental in establishing the Hawkesbury SES Rescue Unit in 1985, which has grown into one of the state's most advanced volunteer rescue units. He has driven innovation in vehicle and vessel design, equipment trials, and best-practice rescue techniques. Under his guidance, the Hawkesbury Unit has supported training and capability development for NSW SES teams, from the North Coast to the Far West, ensuring statewide improvements in safety and operational standards.

Mr Jones's leadership has not only strengthened the Hawkesbury Unit but has also influenced generations of emergency service professionals. His mentorship has helped recruit and train hundreds of volunteers. His contributions have left a lasting legacy of resilience, capability, and excellence within the NSW SES.

Emergency Services Medal (ESM)

New South Wales

Mr David William Rope, NSW

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

Mr David Rope is a distinguished individual with over three decades of service and well over 4,000 frontline patrolling hours. His surf lifesaving (SLS) journey is characterised by integrity, leadership, and unwavering service to the community. He has been instrumental in shaping lifesaving operations in the Far North Coast (FNC) Branch of Surf Life Saving NSW, where he served as branch secretary and director of lifesaving for many terms. Through his leadership, Mr Rope has spearheaded regional lifesaving initiatives, managed operational developments, mentored numerous volunteers, and enhanced interagency coordination, elevating the region's lifesaving capabilities.

Renowned for his operational expertise and calm demeanour during emergencies, Mr Rope has led the FNC Rescue Services team to consistently respond to incidents in a structured, methodical, safety-focused manner while also fostering a culture of learning and accountability. As a SLS duty officer, he plays a crucial role in responding to coastal incidents and is a respected figure in both the SLS community and broader emergency services sector.

During March 2022, northern NSW experienced extreme weather and devastating floods. In the role of forward commander, Mr Rope coordinated hundreds of deployed members, integrating resources, equipment and supplies to local needs and liaising with multiple emergency service agencies to coordinate rescues and enhance decision-making and support. He was an integral part of the disaster response, and his local knowledge, exceptional leadership and consistent sharp decision-making during the disaster ensured that countless lives were saved.

Mr Rope's outstanding contributions to public safety across multiple emergency service domains, his enduring commitment to safeguarding lives and his exemplary service record epitomises the values of service, leadership, and community spirit.

Emergency Services Medal (ESM)

Victoria

Ms Katrina Lucy Antony, Ocean Grove VIC 3226

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

Ms Katrina Antony has provided 20 years of continuous frontline and emergency management service to Life Saving Victoria, contributing across regional and metropolitan Victoria since 2005.

An active lifesaver with more than 1,700 patrol hours, she has consistently combined operational leadership with direct service in high-risk coastal environments. Her service spans four clubs and multiple regions, reflecting sustained commitment to community safety.

Ms Antony has led complex, multi-agency emergency responses. In January 2015, she served as the forward commander during a multi-day search and recovery operation at Cape Bridgewater, coordinating Life Saving Victoria, Victoria Police, Australian Volunteer Coast Guard and Victoria State Emergency Service assets in hazardous ocean conditions. In April 2019, during the Port Campbell tragedy, she acted as the on-scene incident commander before transitioning to a welfare liaison officer, providing critical support to members and families following the loss of two lifesavers.

During the 2022 Victorian floods under Operation Rising Tide, she was deployed as a regional emergency management liaison officer, coordinating lifesaving resources with emergency service partners to support flood-affected communities. This marked the first large-scale integration of surf lifesaving capability into a Victorian flood response.

Throughout her service, Ms Antony has demonstrated exceptional operational judgement, interagency coordination capability and sustained exposure to high-risk environments. She continues to serve actively on patrol while holding senior state leadership roles, maintaining direct connection to frontline service and community protection.

Emergency Services Medal (ESM)

Victoria

Mr Murray Andrew Colvin, VIC

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

Mr Murray Colvin commenced service with Surf Life Saving Australia in 1977 as a volunteer lifesaver. Over the past 48 years, he has served in a range of frontline and operational roles, including as a lifeguard, trainer and assessor, duty officer, and emergency services officer. He has worked across Victoria, Queensland, New South Wales, South Australia, Tasmania, and the Northern Territory. Mr Colvin also served professionally with the National Safety Council of Australia, transitioning to its Aviation Division as a helicopter aircrewman. He remains active in lifesaving operations and also serves as a MICA paramedic and single responder with Ambulance Victoria, bringing advanced clinical capability to complex incidents and supporting frontline responders across East Gippsland.

Mr Colvin's distinguished service includes prolonged exposure to hazard and exceptional emergency response. In 1989, he was winched onto the BP Flying Colours during the Sydney to Hobart Yacht Race to assist a fatally injured yachtsman in treacherous sea conditions. In 2020, he was deployed to Mallacoota during the bushfire emergency, serving as an incident health commander and coordinating medical triage and evacuation with HMAS Choules. He simultaneously supported lifesaving radio communications and trained volunteers to maintain continuity.

Mr Colvin has made a significant contribution to the safety and wellbeing of communities across Australia through his frontline deployments, aerial rescue operations, and lifesaving leadership. His career reflects courage, innovation, and enduring commitment, from pioneering the Helitack aerial firefighting program to mentoring generations of lifesavers.

Emergency Services Medal (ESM)

Victoria

Mr Mark Peter Daw, Rye VIC 3941

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

Mr Mark Daw has been a volunteer with Victoria State Emergency Service (VICSES) Sorrento Unit since 29 May 2012 and has undertaken the role of controller, the officer in charge, since 1 July 2019.

During this time, Mr Daw has been an experienced and senior leader in not only his unit but throughout the Central Region, undertaking many roles such as incident controller, responding to and managing large-scale storm and flood events, road crash rescues and leading teams to assist fire agencies in large-scale fire events. This included the 2019-20 fires in East Gippsland, where he was deployed into the senior role of incident agency commander representing VICSES, a role given to volunteers who lead teams of volunteers and make decisions on response and safety in the field.

In January 2025, Mr Daw served as incident controller for the significant landslide event in McCrae, leading a complex, multiagency operational response over a continuous period of 10 days. Operating entirely in a volunteer capacity, Mr Daw demonstrated exceptional leadership, coordination, and community-focused decision-making throughout the duration of the incident.

Mr Daw leads the VICSES Sorrento Unit, made up of around 55 volunteers, who serve the Rosebud area and surrounds in not only operational response, but also community engagement events at schools and fetes, and supporting the local Teenagers Road Accident Group which speaks to high school students about road safety.

Emergency Services Medal (ESM)

Victoria

Mrs Judith Rae Gledhill, Rochester VIC 3561

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

Mrs Judith Gledhill commenced service with the Victoria State Emergency Service (VICSES) on 12 June 2009. In December 2011, she was appointed as the unit controller of the Rochester Unit, a position she held until June 2021. In this role she provided leadership, operational oversight and volunteer support, ensuring the unit was well-prepared to respond to emergencies and serve the local community. Since stepping down as unit controller, Mrs Gledhill has continued to serve in senior operational roles, including as sector commander during major flood events affecting the Rochester community.

Throughout her service, Mrs Gledhill has demonstrated outstanding commitment to community safety and resilience. She was a driving force behind the Resilient Rochester Project, a collaboration between VICSES, Campaspe Shire Council, and the North Central Catchment Management Authority. Her leadership in this initiative delivered practical preparedness tools, including flood height magnets for properties based on the Campaspe River gauge, which empowered residents to understand and respond to flood risks.

Mrs Gledhill also designed and supported the “Bag It, Block It, Lift It, Leave” campaign, producing resources that have since been adopted by VICSES as a statewide preparedness initiative. This campaign continues to strengthen household readiness and improve flood resilience across Victoria. In addition, she has served during numerous significant emergencies, including the October 2022 floods, where she served as sector commander for Rochester, and the January 2024 flooding events, where she provided leadership, community support, and acted as VICSES spokesperson at public meetings.

Mrs Gledhill has made a significant contribution to the safety and wellbeing of the Rochester community and the wider Campaspe Shire. Her leadership, innovation, and dedication during prolonged and hazardous flood events have strengthened emergency management capability and enhanced community resilience. She has served VICSES and the wider community with distinction.

Emergency Services Medal (ESM)

Queensland

Mrs Cindel Chere Richardson, Redland City QLD 4164

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

Mrs Cindel Richardson, a dedicated member of the Queensland State Emergency Service (QLD SES), has made exceptional contributions to emergency management and community service. With more than 20 years of experience, she has consistently demonstrated outstanding leadership during major disaster responses, notably serving as the incident commander during Tropical Cyclone Alfred in 2025 and Tropical Cyclone Marcia in 2015. Her coordination and operational management ensured community safety and resilience.

Beyond frontline operations, Mrs Richardson has pioneered innovative training programs emphasising advanced rescue techniques and emergency management strategies, fostering a culture of continuous improvement within the QLD SES. She has played a key role in enhancing community preparedness through education initiatives, while also supporting recruitment and retention efforts. Her work has strengthened community trust in the QLD SES and increased its presence and engagement across Queensland.

In her role as a search and rescue coordinator, Mrs Richardson has managed numerous complex operations with skill, empathy, and professionalism. She is also deeply committed to mentoring emerging leaders, ensuring knowledge and expertise are passed on to the next generation of QLD SES personnel.

Mrs Richardson's sustained dedication, operational excellence, and commitment to both her colleagues and the broader community reflect her extraordinary service and leadership. Her contributions have had a lasting impact on emergency response, community resilience, and the development of future leaders.

Emergency Services Medal (ESM)

Queensland

Mr John Laurence Wallace, Charleville QLD 4470

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

Mr John Wallace has provided more than three decades of exemplary service to the Queensland State Emergency Service (QLD SES), beginning his commitment to community in 1991. Throughout this time, he has undertaken a wide range of frontline and leadership roles across rural and remote Queensland, earning a strong reputation for professionalism and dedication.

His service includes sustained leadership as a local controller for Murweh Shire and his current role as the area controller for the Far West Region, where he is responsible for operational readiness, volunteer capability and coordinated deployments across Southwestern and Far Western Queensland.

Mr Wallace consistently demonstrates outstanding courage, resilience and sound judgement while operating in challenging and hazardous environments. He has made significant contributions during major disaster responses, including the Charleville floods of 1990, 1997 and 2010, the Brisbane floods in 2022, Cyclone Kirrily in Townsville in 2024, Cyclone Alfred in February 2025, and widespread severe weather and flooding events across Far West Queensland in March and April 2025.

During these complex operations, Mr Wallace demonstrated strong operational leadership and command oversight. He ensured the safety and welfare of volunteers, directed flood boat and storm damage tasks, and facilitated timely assistance to isolated and vulnerable communities under extreme conditions. His ability to coordinate resources, manage risk and maintain calm leadership has been critical to effective response outcomes

Mr Wallace's service to the QLD SES reflects an enduring commitment to volunteer welfare, community safety and effective collaboration with partner agencies. His leadership and experience have made a lasting contribution to disaster preparedness, response and recovery across Far West Queensland and exemplify the highest standards of emergency service.

Emergency Services Medal (ESM)

South Australia

Mr Robert Ryan Charlton, Wynn Vale SA 5127

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

Mr Robert Charlton began his career with the South Australian State Emergency Service (SASES) in 1994 as a volunteer with the Port Lincoln Unit, where he progressed through several leadership roles before becoming unit controller. In 2003, he commenced a staff role as regional commander west and later held various positions in state headquarters, contributing to regional operations, planning and doctrine, and training.

In 2022, Mr Charlton joined the SASES Information Systems Team and now serves as senior information systems officer. He has been instrumental in developing and maintaining operational and incident management systems, including leading the transition to a new Microsoft 365 Emergency Services Organisation tenancy during the extended 2022-23 River Murray flood event. His recent development of the SASES Lessons Management System earned national recognition and has been adopted by several agencies.

Mr Charlton serves as a rotating chief of staff in the State Control Centre during extreme weather events, providing critical leadership and mentoring during significant events such as the River Murray and Innamincka floods. His operational expertise extends interstate deployments during Black Saturday, Tropical Cyclone Debbie, the 2019 NSW fires, and Tropical Cyclone Zelia.

Nationally, Mr Charlton represents South Australia on the Australasian Fire and Emergency Services Authorities Council National Resource Sharing Centre (NRSC) Resource Managers Group and has served as NRSC duty officer during the 2019-20 Black Summer fires. He is a respected deployment manager, frequently requested to lead initial rotations and mentor staff, and has been a keynote speaker at national workshops.

Emergency Services Medal (ESM)

Australian Capital Territory

Mr Patrick John Coffey, Macgregor ACT 2615

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

Mr Patrick Coffey joined the ACT State Emergency Service (ACTSES) in 2013 and has served the ACT community in a range of frontline roles for 13 years. These have included team leader, training officer and commander. He is the current commander of the ACTSES Gungahlin Unit and has served in this position for more than nine years.

Mr Coffey has brought cohesion and direction to a unit that had experienced significant turnover, fostering a culture of resilience and growth. Under his guidance, the Gungahlin Unit has strengthened its membership and operational capability, ensuring it remains a reliable and effective resource for the ACT community.

He has made a significant contribution to the safety and wellbeing of the ACT community throughout his career, particularly during the Queensland flood response in 2025, support to the 2019-20 bushfires, the 2020 Canberra hailstorm, and the COVID-19 response in the ACT.

Mr Coffey's contribution extends beyond emergency response and leadership. He has been a steadfast supporter of the Lifeline Book Fair, negotiating and arranging signage for one of the Gungahlin ACTSES vehicles to promote Lifeline's work and ensuring ACTSES volunteers attend every fair to provide storm-safe messaging to the community. In addition, Mr Coffey contributes to the ACT community through senior and junior rugby coaching and his involvement with Camp Quality demonstrates his unwavering commitment to service in all aspects of community life.

Australian Corrections Medal (ACM)

New South Wales

Mr Angus Cameron Mackenzie

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

Mr Angus Mackenzie commenced service with Corrective Services NSW in 2018. He has served in a variety of custodial and rehabilitative roles, including correctional officer, trade overseer, and currently as services and programs team leader at Cessnock Correctional Centre.

A former Australian Army member with 20 years of Defence service, Mr Mackenzie brings extensive operational and leadership experience to his work within correctional environments that often involve challenging and high-risk situations.

Mr Mackenzie has made significant contributions to offender rehabilitation and behavioural change. As trade overseer, he supported inmates in vocational skill development, reinforcing workplace discipline and reintegration readiness. In his current role, he has strengthened behavioural program delivery by implementing structured review processes, improving program fidelity, engagement and completion rates.

His leadership ensures facilitators deliver consistent, high-quality programs that support offenders to address criminogenic needs and reduce their risk of reoffending. His understanding of structure, discipline, and teamwork, developed through years of service in both Defence and corrections, has consistently enhanced safety, leadership, and rehabilitation outcomes within the centre. A key focus of Mr Mackenzie's service has been advocating for and supporting veterans in custody. Drawing on lived experience, he has guided staff in trauma-informed practice and helped establish tailored interventions that promote stability, recovery and personal growth among this cohort. He also collaborates with Aboriginal Elders and community partners to deliver culturally responsive rehabilitation programs.

Mr Mackenzie has made a profound impact across custodial operations, staff development and rehabilitation services. His professionalism, compassion, and integrity reflect the highest standards of public service. Through his leadership, he has strengthened program outcomes, supported vulnerable populations, and reinforced the mission of Corrective Services NSW to reduce reoffending and create safer communities for all.

Australian Corrections Medal (ACM)

New South Wales

Mr Fergal Jude Molloy

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

Mr Fergal Molloy commenced service with Corrective Services NSW in 2001. Over his 25-year career, he has served in a range of frontline and specialised security roles across the state, including the Metropolitan Security Unit and the Extreme High Risk Escort Unit, both high-risk environments where he managed and escorted some of the state's most dangerous offenders.

Mr Molloy's custodial service has spanned multiple correctional centres and operational environments requiring constant vigilance, situational awareness, and professionalism under pressure. He is currently the manager of Security at Communities & Justice & Custodial Infrastructure, and his portfolio includes all of the state's Correctional centres, where he oversees complex security infrastructure and staff safety systems.

Throughout his career, Mr Molloy has demonstrated outstanding service and technical leadership that has directly improved safety for staff, inmates, and the public. At Long Bay Complex, he led the modernisation of monitoring systems, reducing false alarms, which significantly reduced staff workload and improved response times and operational safety. He has been instrumental in standardising CCTV and electronic security systems across all NSW correctional centres, ensuring reliability and consistency. As part of this work, Mr Molloy has overseen CCTV and perimeter upgrades, extended video retention periods, and delivered layered security systems that strengthen incident prevention and investigation.

Mr Molloy's expertise has also produced large operational savings through innovative project management and efficient use of internal resources. His quiet diligence and integrity have earned the respect of colleagues across Corrective Services NSW. His outstanding leadership and commitment to safer outcomes in difficult environments exemplify distinguished service.

Australian Corrections Medal (ACM)

New South Wales
Mr Matthew Smylie

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

Mr Mathew Smylie commenced service with Corrective Services NSW in 2016. Since that time, he has undertaken statewide operational roles and now serves as manager of Industries at Francis Greenway Correctional Centre.

Throughout his career, Mr Smylie has maintained sustained, hands-on engagement with offenders through the direct supervision, instruction and mentoring of inmate work crews. In these roles, he has overseen inmates undertaking construction and maintenance tasks within correctional centres, ensuring works are completed safely while maintaining strict operational and security requirements.

Mr Smylie demonstrates commitment to inmate development and rehabilitation. Through his leadership, numerous offenders have gained practical trade and vocational skills that support meaningful employment pathways upon release. He actively mentors inmates by setting clear expectations and encouraging offenders to take ownership of their work and behaviour. His approach promotes accountability, builds self-worth, and supports positive behaviour change.

In his manager of Industries role, Mr Smylie has demonstrated outstanding leadership in managing multi-disciplinary trade teams while increasing the scope and volume of works undertaken on site. Under his guidance, numerous projects have been completed, resulting in improved infrastructure, enhanced safety outcomes and financial savings for Corrective Services NSW.

Mr Smylie has made a significant contribution to the rehabilitation of offenders and the safe operation of correctional centres through his dedication, professionalism, and leadership.

Australian Corrections Medal (ACM)

New South Wales

Ms Amy Sowerby

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

Throughout her career, Ms Amy Sowerby has demonstrated an unwavering commitment to addressing mental health and behavioural change in complex offenders. She has been employed in Corrective Services NSW for 10 years, providing psychological services across custody and community. She currently serves as a senior psychologist at the South Coast Correctional Centre.

Ms Sowerby's therapeutic work has helped complex offenders develop the insight and skills required to reduce their risk of reoffending or risk to themselves. She engages in multidisciplinary consultations to provide expert opinion on effective management of complex offenders, including those with mental illness and chronic risk to self or others. Ms Sowerby's dedication and commitment are further demonstrated through the continuity of care she provides offenders as they transition from custody to community, often going above and beyond to ensure they remain supported.

As a leader, Ms Sowerby oversees the effective delivery of high-quality psychological services to a large and complex offender population. She leads and supervises the largest custodial psychology team in the state and has fostered a stable and highly functioning psychologist workforce in an often challenging environment. Her ability to attract, support, and retain both new and skilled psychologists ensures continued delivery of high-quality psychological services to offenders at the South Coast Correctional Centre.

In addition to her operational work, Ms Sowerby has been a tireless advocate for the psychology workforce. As a delegate on the Public Service Association's Psychology Advisory Group, she has played a key role in advocating for fairer pay, improved working conditions and recognition of the experience of psychology staff across the state.

Ms Sowerby has made a significant contribution to offender rehabilitation, management of complex offenders, and the broader psychology profession within Corrective Services NSW. Through her dedication, leadership, and engagement with complex offenders, she has served the organisation and the community with distinction.

Australian Corrections Medal (ACM)

Victoria

Ms Roslyn Comitti

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

Ms Roslyn Comitti commenced with the Department of Justice and Community Safety in 2017 as a specialist case worker and was promoted to team leader in 2020. She brought more than 30 years' experience in human services, particularly in disability, and has since become instrumental in the effective management of residents at Corella Place.

As team leader, Ms Comitti plays a critical role in maintaining the good order and security of the facility. She coordinates daily operations, manages specialist case workers and activities coordinators, ensures compliance with operational policies, oversees incident management, and supports the delivery of rehabilitative and transition-focused activities.

Ms Comitti has made an extraordinary contribution to Corella Place, which manages some of the state's most serious offenders under civil orders. She operates at the frontline of a highly hazardous environment, engaging daily with residents who display violent and unpredictable behaviours, often with limited enforcement powers compared to the custodial system.

Her operational leadership safeguards the wellbeing of both staff and residents while ensuring the facility functions safely and effectively. Ms Comitti is repeatedly exposed to high-risk situations and critical incidents, including medical emergencies and aggressive confrontations. She consistently responds with calm authority, using trauma-informed approaches to de-escalate situations and restore safety. Her decisive actions under pressure, including performing CPR during life-threatening events, demonstrate exceptional professionalism.

Beyond incident management, Ms Comitti builds trust through respectful and consistent communication and leads resident forums to address concerns and promote positive engagement. She is a trusted mentor and role model for staff, providing guidance during crises and emotional support afterwards. Her leadership fosters resilience, cohesion, and a safer workplace.

Australian Corrections Medal (ACM)

Victoria

Ms Charlotte Louise Goodin

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

Ms Charlotte Goodin commenced service with Corrections Victoria in July 2005, beginning her career in frontline roles across multiple locations, including Melbourne Assessment Prison and the Metropolitan Remand Centre. In these positions, she worked directly with people in custody, managing daily operations, supporting behavioural management and responding to dynamic incidents in high-risk environments. This operational foundation shaped her strong commitment to safety, dignity, and purposeful engagement, which has continued throughout her career.

Ms Goodin progressed into specialist rehabilitation, program delivery, and education-focused roles, including offender management supervisor, education supervisor, offender services supervisor, youth services, and reception team leader. Each role required sustained face-to-face engagement with diverse and complex cohorts. Ms Goodin is currently the vocational services manager at Marngoneet Correctional Centre (MCC), overseeing education, industries, training, and employment pathways, the facility's largest portfolio, while maintaining a visible presence in operational areas and program spaces. She has also acted as general manager of Marngoneet Correctional Centre on several occasions.

Throughout her career, Ms Goodin has demonstrated an unwavering commitment to improving rehabilitation outcomes. She has expanded access to high-quality education and employment pathways, supporting disengaged learners to enter vocational streams, develop work-ready skills and complete accredited programs aligned with labour-market demand.

During the COVID-19 pandemic, Ms Goodin played a pivotal role in maintaining continuity of education and recreation services amid significant operational restrictions. She implemented innovative delivery models, managed controlled program access, and restructured recreation schedules to preserve engagement, stability and wellbeing during a period of heightened isolation and anxiety.

Ms Goodin continues to drive improvements to recreation facilities, program quality, and family connection opportunities, including enhancements to the Marngoneet Visits Centre. She has served Corrections Victoria with professionalism, resilience, and distinction.

Australian Corrections Medal (ACM)

Queensland

Ms Julie Yvonne Inglis

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

Ms Julie Inglis has demonstrated an unwavering commitment to the custodial corrections profession for over 26 years, serving with exceptional integrity, professionalism, and resilience.

Commencing her career with corrections in 1998 as a trainee custodial correctional officer, Ms Inglis has played a critical frontline role within the custodial environment, delivering day-to-day operational services that ensure the safety, security and good order of the centre.

Throughout her career at Townsville Correctional Centre, Ms Inglis has participated in and later managed countless high-risk exercises, often with violent and volatile prisoners. From relocating non-compliant prisoners and responding to life-threatening medical emergencies, to coordinating complex area searches, Ms Inglis's work has included high levels of operational risks and hazards. Ms Inglis is well-versed in security procedures, officer supervision and the management of prisoners, consistently maintaining a safe, secure and orderly environment while upholding professional and ethical standards.

Ms Inglis is a valued member of the Townsville Correctional Complex Leadership group and, through role modelling professional and supportive behaviours, is held in high regard by the senior leadership group and her peers. She demonstrates a level of compassion and dedication to making a difference in other people's lives, whether it is her own team members or people in her care.

Ms Inglis consistently demonstrates the highest level of integrity and goes above and beyond in her dedication to a human services industry, always working for the betterment of others.

Australian Corrections Medal (ACM)

Queensland

Assistant Commissioner Samantha Claire Newman

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

Assistant Commissioner Samantha Newman has dedicated over three decades to frontline and operational service within corrections, commencing her career in 1995 as a psychologist in a correctional facility. In this frontline role, Assistant Commissioner Newman worked directly with prisoners presenting with complex mental health needs, undertaking psychological assessments, crisis intervention, suicide prevention, and advising custodial officers on the management of high-risk prisoners in challenging and hazardous environments.

Assistant Commissioner Newman worked across psychological services in multiple locations before transitioning to offender management and operational support roles. She possesses deep expertise across assessment, rehabilitation, sentence management and system-wide offender services.

In her roles as Assistant Commissioner of Specialist Operations and Community Corrections, she has led critical functions including sentence management, intelligence and investigations, offender rehabilitation and the Victims Register. She leads statewide Community Corrections teams and holds accountability for electronic monitoring programs and management of high-risk sex offenders. These roles encompass highly sensitive and complex operational responsibilities with significant community impact.

She has made outstanding contributions during emergency and high-risk situations, including leading a divisional response during the COVID-19 pandemic. She oversaw rapid changes to operational practices to protect frontline officers, offenders, victims and the community, including the implementation of targeted measures to minimise risk to First Nations communities.

Throughout her career, Assistant Commissioner Newman has demonstrated exceptional resilience, leadership and commitment to frontline officers, offender rehabilitation, victim protection and community safety. Her services have involved prolonged exposure to complex operational hazards, high-risk environments and critical incidents inherent in custodial and community corrections settings.

Assistant Commissioner Newman has also led major reform initiatives, including the implementation of a new offender management framework. A strong advocate for equity and inclusion, Assistant Commissioner Newman is a respected champion for women in the workforce, supporting leadership development and more inclusive workplaces.

Australian Corrections Medal (ACM)

Queensland

Mr Mark William Spicer

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

Mr Mark Spicer has built a solid and diverse career within Queensland Corrective Services, demonstrating a strong commitment to operational excellence, rehabilitation, and skill development. Beginning as a custodial correctional officer, Mr Spicer gained critical experience in prisoner supervision, safety and security, and daily operational integrity of the custodial environment.

Across his career, Mr Spicer has demonstrated a deep understanding of risk management, situational awareness, and interagency collaboration. He has provided leadership to frontline staff, supporting operational continuity and contributing to the maintenance of a safe and well-ordered correctional environment. His capacity to lead, mentor and make informed operational decisions highlights his aptitude for responsibility and team coordination.

Throughout his career, Mr Spicer has been routinely exposed to a range of occupational hazards, including managing high-risk prisoners, operating within a confined and volatile setting, overseeing the use of industrial tools and machinery, and mitigating risks associated with prisoner behaviour, including aggression, manipulation and non-compliance. The industrial setting further escalates the risk due to the presence of equipment that, if misused, could cause serious harm.

As Industries supervisor, Mr Spicer has further demonstrated his leadership by overseeing the broader correctional industries operations, managing production targets and ensuring workplace safety compliance, and maintaining the rehabilitative focus of prisoner employment. His career reflects a balanced blend of custodial expertise, trade knowledge, and a strong commitment to supporting meaningful outcomes for prisoners through skill development and structured routine.

Australian Corrections Medal (ACM)

Western Australia

Ms Carole Ann Ackerley

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

Ms Carole Ackerley has dedicated more than 17 years of exceptional service to the Department of Justice, demonstrating unwavering commitment to improving employment outcomes and life opportunities for prisoners. As one of the original employment coordinators appointed in 2008, Ms Ackerley has been pivotal in shaping the delivery, growth, and success of employment and reintegration programs across Western Australia.

Throughout her extensive tenure at both Karnet Prison Farm and Roebourne Regional Prison, Ms Ackerley has championed innovative, culturally responsive, and transformative programs that support prisoners in preparing for meaningful employment upon release. Her work through the Career and Employment Services framework, including career counselling, employability skills training, employer expos, and the Prisoner Employment Program (PEP), has empowered countless individuals to gain confidence, qualifications, and sustainable pathways back into the community.

Ms Ackerley's determination and vision were instrumental in transforming PEP into one of the most successful programs in the state, despite initial scepticism. Her leadership contributed to Karnet becoming a model site for employment readiness initiatives. She has consistently sought out new partnerships, funding opportunities, and community collaborations to expand prisoner access to vocational training.

Her impact is particularly notable in her work supporting Aboriginal prisoners. Ms Ackerley progressed the Bindjareb project and later established a locally funded version in Roebourne, directly leading to real employment outcomes for participants. She further delivered the Bulujari Guma rail industry pathway program, achieving a 100% completion rate and immediate job offers for graduates, which drew high praise from the inspector of Custodial Services.

Most recently, Ms Ackerley developed the culturally grounded Strong Pathways Program, providing holistic pre- and post-release support, Elder-led mentoring, family reconnection, and a restorative framework for reintegration. Ms Ackerley's longstanding dedication, innovation, and compassion have profoundly improved prisoner outcomes and strengthened community safety.

Australian Corrections Medal (ACM)

Western Australia

Acting Assistant Commissioner John Lovell Hedges

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

Acting Assistant Commissioner John Hedges is a corrections professional whose 39-year career with the Department of Justice reflects his commitment to frontline service, operational excellence and culturally informed leadership. Beginning his career in 1986 as a prison officer at Bandyup Women's Prison, Acting Assistant Commissioner Hedges gained early experience managing complex prisoner needs, security operations and daily custodial routines.

His transfer to the Metropolitan Security Unit (now the Special Operations Group) in 1990 marked the start of his specialised contributions to high-risk operations, including perimeter security, high-security escorts, emergency response and riot control. In 1996, he took on a leadership role, further building Corrective Services operational capacity and readiness during critical incidents.

Acting Assistant Commissioner Hedges progressed through supervisory and leadership roles at maximum and minimum-security facilities, including Hakea, Casuarina, Karnet, Boronia, Bandyup and Wooroloo, before serving in multiple acting superintendent positions between 2008 and 2015. His experience spans strategic project delivery, operational planning, workforce development, infrastructure upgrades, and policy authorship, all significant contributions that improved safety, consistency and capability across Western Australia's custodial system.

A significant component of Acting Assistant Commissioner Hedges's recent service was his tenure at Eastern Goldfields Regional Prison from 2016 to 2025. As the facility's longest-serving superintendent, he led initiatives that strengthened cultural engagement with Aboriginal prisoners, enhanced staff stability and improved security practices. His collaborative work with Elders, including establishing a music studio, contributed to reduced incidents and improved prisoner wellbeing.

Currently serving as acting assistant commissioner Custodial Operations, Acting Assistant Commissioner Hedges provides statewide strategic leadership to ensure safe, secure and humane prison management. A respected mentor and advocate for women in corrections, he is known for his integrity, crisis management expertise and consistent frontline presence.

Acting Assistant Commissioner Hedges's sustained commitment, innovation and leadership exemplify the highest standards of corrective services.

Australian Corrections Medal (ACM)

Western Australia

Ms Fiona Eileen Moriarty

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

Ms Fiona Moriarty has dedicated more than 25 years' service to the Department of Justice, commencing in June 2000 as an education officer before progressing to senior education officer. Since 2007, she has served with distinction as the prison education campus manager at Karnet Prison Farm. A qualified teacher, Ms Moriarty has devoted her career to improving the educational, vocational and life opportunities of people in custody, demonstrating exceptional leadership, compassion and innovation in correctional education.

Throughout her tenure, Ms Moriarty has worked closely with prisoners, developing deep insight into the complex learning needs and cultural considerations of the individuals she supports. She is recognised for her calm, respectful and inclusive approach, creating a safe and welcoming learning environment for all prisoners. She has a particular affinity with those who have experienced segregation, trauma or a lack of positive educational experiences. Prisoners consistently describe her as someone who treats them 'like fellow human beings', fostering dignity and motivation to pursue change.

Under Ms Moriarty's leadership, Karnet has become Western Australia's strongest performer in prisoner traineeships. Central to this success is her partnership with vocational support officers, whom she has encouraged to become active mentors. This approach has enriched both practical skills and life skills, contributing to a calmer prison environment and stronger post-release prospects.

Ms Moriarty continually seeks new opportunities to engage prisoners, most recently championing the Department's first Certificate III in Beekeeping program, an innovative, nature-based traineeship that's one of the most popular at Karnet.

Humble and deeply committed, Ms Moriarty does not seek recognition, yet her impact is profound. Through acceptance, inclusion and a steadfast belief in education as a pathway to opportunity, she has transformed lives and strengthened rehabilitation outcomes across the custodial system.

Australian Corrections Medal (ACM)

South Australia

Mr Darren Gordon Hills

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

Mr Darren Hills commenced with the Department for Correctional Services in 2008 as a trainee correctional officer at Yatala Labour Prison and immediately demonstrated exceptional value to the organisation. He quickly built strong, productive relationships with colleagues and offenders, earning a reputation for professionalism, reliability and sound judgement. From the outset, Mr Hills showed a natural commitment to operational engagement, consistently supporting critical frontline activities, facilitating positive outcomes for offenders, while prioritising security and safety.

Mr Hills progressed to supervisor of operations at Mobilong Prison, where he continued to build his operational expertise and leadership capability. Highly regarded for his thoughtful and balanced approach in complex environments, he consistently supported frontline teams and contributed to the safe and effective management of operations.

As a senior advisor in Security and Emergency Management, Mr Hills provides essential leadership in the safe management of prisoners in hospital settings and supports effective collaboration between correctional and medical teams. He enhances operational safety by setting clear expectations, ensuring appropriate security measures are in place, and facilitating support for people in custody. Mr Hills also contributes to statewide incident oversight, maintains operational continuity by stepping into frontline roles when required, and has led complex interstate and international prisoner transfers.

His dedication is evident in the way he goes above and beyond, whether responding after hours, supporting his team with security duties or last-minute tasks, or simply being present for others in times of need. This commitment to service is further demonstrated through his ongoing dedication to the Country Fire Service, where he serves as both a local and international member, assisting in responses to several major disasters.

Mr Hills leads with integrity, empathy and genuine compassion, treating everyone with respect and kindness. He consistently upholds and models the highest standards of a correctional practitioner.

Australian Corrections Medal (ACM)

South Australia

Mr Paul Jack

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

Mr Paul Jack commenced service with the Department for Correctional Services in South Australia in March 2001 as a trainee correctional officer. Over his 24-year career, he has served in a range of frontline operational roles including as an advanced correctional officer, case management coordinator, and supervisor operations at Yatala Labour Prison, a high-security institution. He has been a substantive supervisor of operations since 2017, where he has provided leadership in a challenging correctional environment.

Throughout his career, Mr Jack has consistently demonstrated professionalism, integrity and commitment in the day-to-day challenges that officers face in custodial operations. He is recognised for his calm and measured approach to managing high-risk situations, providing sound operational advice, and supporting both staff and prisoners with fairness and compassion. His ability to build constructive relationships and communicate effectively has made him a trusted leader and role model across the prison.

In addition to his operational responsibilities, Mr Jack has made significant contributions to workplace safety and staff development. As a Work Health and Safety representative, he has proactively implemented strategies to improve safe work practices in a high-security setting. He also plays an important role in the recruitment and mentoring of new trainee correctional officers, serving on site-based interview panels and guiding new staff through their early development.

Mr Jack has made an outstanding contribution to corrections in South Australia through his leadership, dedication and professionalism. His career exemplifies distinguished service in hazardous frontline roles, and he continues to serve the department and wider community with distinction.

Australian Corrections Medal (ACM)

South Australia

Ms Dawn Waldheim (Mckenna)

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

Ms Dawn Waldheim (Mckenna) commenced service with the Department for Correctional Services on 16 January 1995 as a custodial officer. She was promoted to a supervisor in November 2007 and since that time, Ms Waldheim has served in a range of roles including as a health promotion officer and operational procedures advisor. Ms Waldheim is currently in the role of supervisor for Operations at the Adelaide Women's Prison and Adelaide Pre-release Centre, a role she has enjoyed since 2017.

Throughout her career, Ms Waldheim has continually proved her resilience after attending to or managing women with significant complexities and incidents. Ms Waldheim is admired for her contribution to the leadership team at Adelaide Women's Prison and Adelaide Pre-release Centre and for providing valuable input for practice improvements, prisoner intelligence and unwavering support to the managers. Ms Waldheim has demonstrated her initiative and multi-tasking abilities during difficult scenarios and extending her leadership to ensuring the safety of staff and prisoners as a priority.

Australian Corrections Medal (ACM)

Northern Territory

Ms Michelle Anne Pennington

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

Ms Michelle Pennington has provided more than 17 years of distinguished operational service with Northern Territory Correctional Services across frontline and senior leadership roles in high security, medium security and open custody environments. She has consistently demonstrated strong leadership under sustained operational pressure, including periods of significant prisoner population growth and workforce constraint.

Ms Pennington played a critical role in the establishment and commissioning of major correctional infrastructure and emergency accommodation, including large-scale male prisoner accommodation exceeding 600 beds. Her leadership ensured safe, secure and compliant custodial operations while prioritising staff safety and prisoner welfare. She has also led responses to critical incidents, audits and investigations, strengthening accountability, governance and operational capability.

A defining feature of Ms Pennington's leadership is her ability to balance custodial security with rehabilitation outcomes. She championed rehabilitation, education and job-readiness as essential elements of correctional practice and ensured prisoners had access to skills development, industries and education programs. Her commitment to aligning custodial environments with long-term rehabilitation goals has supported improved reintegration outcomes and contributed to safer communities.

Ms Pennington has been a strong advocate for trauma-informed and culturally responsive practice, working closely with Aboriginal organisations to support better rehabilitation pathways for prisoners. Her leadership reflects a deep understanding of both immediate operational needs and the importance of building sustainable systems that endure beyond periods of acute demand.

She is widely regarded as a fair, respectful and professional leader who fosters positive workplace culture and models the highest standards of service. Ms Pennington's professional abilities, personal character and enduring contribution to the Northern Territory correctional system make her a highly commendable representative of the Northern Territory Department of Corrections and the Northern Territory Government.