

PUBLIC SERVICE MEDAL (PSM)

Federal

Mr Peter Bruce CLARK, NSW

For outstanding public service through contributions to the stability and security of the Australian and international financial sector.

Mr Clark in his role as Deputy Chief Executive Officer, The Australian Transaction Reports and Analysis Centre (AUSTRAC), has made an enduring legacy in building and fostering relationships with international regulators and financial intelligence units, non-government organisations and multilateral institutions.

These relationships have improved domestic and global regulatory efficiency and effectiveness, contributed to global knowledge and understanding of regulatory risks, and built regional and global capability against money laundering and terrorism financing.

He led a substantial agenda to provide education and guidance to an expanded number of businesses with new obligations under the *Anti-Money Laundering and Counter-Terrorism Financing Act 2006* (AML/CTF).

He also developed and implemented strategies in order to promote compliance by a large and diverse population of entities across the financial and gambling sectors, as well as bullion dealers and other professionals, or businesses, that provide financial services.

Mr Clark was instrumental in establishing Australian-led capacity building programs within South East Asia and Africa to bolster the AML/CTF capability of regional regulators and Financial Intelligence Units (FIUs). The development of our relationship with the Indonesian FIU has particularly contributed to greater understanding and disruption of regional money laundering and financing of terrorism threats.

PUBLIC SERVICE MEDAL (PSM)

Federal (continued)

Dr Janis Louise COCKING, North Fitzroy Vic 3068

For outstanding public service to Defence science and technology.

Dr Cocking has driven the strategic innovation agenda for Defence Science and Technology, in her role as Chief of the Science Strategy and Program Division, Defence Science and Technology Group, Department of Defence. The key impact of her work has been on saving millions of dollars and enhancing capability through improved availability and safety of ships, submarines, aircraft and land vehicles.

Her reputation as an exceptional scientist led to her appointment as Visiting Scientist at the United States Naval Research Laboratory in Washington DC. While in the US, she initiated a new research program on next generation thermal barrier coatings, involving collaboration with the David Taylor Research Laboratory in Maryland and the National Synchrotron Light Source in New York. The funding and research direction for the program has enhanced Australia's reputation as a leader in science and technology.

Her international collaboration efforts have enabled Australia to access world class expertise and research infrastructure which the Australian Defence Force would not be able to afford on its own. She has recently been leading the \$730 million Next Generation Technologies Fund, which is a stand-out example of managing a significant public sector innovation program.

Dr Cocking was one of the first women to become chief of a scientific division within Defence, and she has been a role model for female scientists in a traditionally male dominated profession.

Mrs Natasha DAWES, Googong NSW 2620

For outstanding public service in leading and delivering Medicare initiatives.

Ms Dawes has led and delivered complex new policy proposals, and budget costings, for the Medicare program and has made a remarkable contribution to public service delivery.

She has delivered the Government's agenda in periods of rapid changes in Government policy with a determination to find new and innovative solutions that meet the expectations of stakeholders and the Department of Human Services' service delivery reform agenda.

In 2013-14 she was responsible for implementing the Child Dental Benefit Scheme to provide basic dental services to eligible children aged between 2 and 17 years to prevent future ill health by improving their access to dental services. She was responsible for designing and delivering the project, including system design, operational policy and procedures, stakeholder engagement and communication with the dental industry and the public.

Since 2016, Ms Dawes has been responsible for two large incentive systems that, together in 2015-16, generated almost \$700 million dollars in payments to medical practices.

PUBLIC SERVICE MEDAL (PSM)

Federal (continued)

Ms Jane Elizabeth GALLAGHER, Greenway ACT 2900
For outstanding public service in the areas of nursing services to veterans.

Ms Gallagher has made an outstanding contribution to clinical support for veterans through travelling to commemorations and to improving the quality and efficacy of nursing services available to veterans.

Her leadership has enabled over 260 Australian War veterans to safely attend over 22 commemorations in 11 different countries. The majority of these veterans were elderly and suffered a range of health issues that posed a significant risk to their wellbeing.

In order to ensure the wellbeing of the veterans attending these events, and to minimise the risk of a major health crisis, she designed a process involving medical assessments and reviews; determined the care plan for each veteran for the commemoration period; and, arranged in-country medical support with Australian staff in relevant countries. She worked closely with the individual veterans as well as their families to understand their clinical and psychosocial needs. For the veterans attending these commemorations had significant personal meaning, and in many instances, was one of their life's defining occasions.

In all her work her primary focus is ensuring that veterans are empowered to manage their own health care. Her other contributions include developing and implementing a Quality Management Framework, and advising the Department of Veterans' Affairs on evidence based best practice in coordinated care for veterans.

Ms Gallagher's professionalism and knowledge, as well as her empathetic handling of sensitive and complex veteran care needs, are highly regarded and go above and beyond the expectations of her position.

PUBLIC SERVICE MEDAL (PSM)

Federal (continued)

Mr Gary Michael JOHNSTON, Evatt ACT 2617

For outstanding public service through improving national and international scientific program delivery in satellite positioning and geodesy.

Mr Johnston's leadership in his role as Branch Head, Geodesy and Seismic Monitoring at Geoscience Australia has enabled the improved adoption of satellite Positioning, Navigation and Timing technology across Australian industry, research and government sectors.

Internationally, as co-chair of the working group responsible, he led the complex international effort developing a United Nations General Assembly resolution to adopt the resolution 'A *Global Geodetic Reference Frame for Sustainable Development*' - the first UN resolution recognising the importance of a globally-coordinated approach to geodesy. The development of the resolution required his considerable technical and diplomatic leadership and advocacy.

Since 2015 he has chaired the International Global Navigation Satellite System (GNSS) Service (IGS). GNSS supports many applications, including precise navigation, machine automation, and surveying and mapping. His key contribution has been to refocus IGS efforts onto societal applications of precise observations of the Earth using GNSS technologies.

Mr Johnston has substantially contributed to the international science community, and to Australia's international scientific reputation, through the International Association of Geodesy.

Mr Mark Stephen KONZA, Northmead NSW 2152

For outstanding public service and leadership in tax administration.

Mr Konza has been instrumental in protecting the integrity and revenues of the Australian and global tax systems through his efforts at the Organisation for Economic Cooperation and Development (OECD) and with counterpart tax authorities.

He designed and led the first joint compliance work on multinationals in the digital economy, and has established more effective international collaboration and cooperation. Importantly, tax administrations have been able to put together previously-unseen global pictures of multinationals and their financial arrangements. These insights have given the Australian Taxation Office (ATO), and other revenue authorities, much greater intelligence and leverage for collecting their fair share of the global tax take.

He also leads the international project on the Panama Papers, (now the Paradise Papers), ensuring re-usable and sustainable platforms, methodologies and communications to ensure the right action is taken with those avoiding tax. His integrity, strength of character and expertise ensure that Australia's voice is heard internationally and we are positioned well domestically and globally to build confidence and willing participation in our tax system.

Mr Konza's performance and service have been of significant value to the wider Australian community and tax authorities globally. His leadership, courage and progressive approach on the use of intelligence, compliance action, and systems have revolutionised the way that tax authorities work together and the way in which the ATO is able to influence behaviour and bring taxpayers to account.

PUBLIC SERVICE MEDAL (PSM)

Federal (continued)

Mr Allan James McKINNON, Kingston ACT 2604

For outstanding public service through significantly enhancing Australia's national security.

Mr McKinnon is an exceptional Public Service leader who has tirelessly contributed to the enhancement of Australia's national security for the better part of a decade. He most recently oversaw the establishment of the new Home Affairs Portfolio, and simultaneously led the Government's response to, and implementation of, the Independent Intelligence Review 2017. These changes collectively represent the most significant reforms to national security architecture in decades.

He has led these changes with unwavering integrity, good humour and a commitment to the best outcomes for Australia. His style epitomises the sort of leadership that all public servants aspire to, but rarely achieve. He has led a number of cornerstone reviews of Australia's national security architecture and approach, including The Martin Place Siege Joint Commonwealth - New South Wales Review in 2014, The Review of Australia's Counter-Terrorism Machinery in 2015, The Cyber Security Review in 2015 and Australia's Counter-Terrorism Strategy in 2015.

The reviews listed above made key recommendations which have vastly improved Australia's approach to complex national security threats including those posed by rapid technological change and violent extremism.

Mr McKinnon through his dedication to his role in the Department of the Prime Minister and Cabinet has made a significant contribution to the safety of Australia and its people.

PUBLIC SERVICE MEDAL (PSM)

Federal (continued)

Ms Sandra Maree RAGG, Sutton NSW 2620

For outstanding public service in leadership and policy-making in the cyber security arena.

Ms Ragg has excelled in leadership and policy-making in cyber security, and has made an outstanding contribution to Australia's security and wellbeing. She has undertaken outstanding cyber security policy development, and provided advice throughout the Australian Public Service, across all jurisdictions, and to medium and large private sector organisations.

In particular, she was the key architect of the Australia Government's 2016-2020 Cyber Security Strategy which continues to be held up internationally as a landmark cyber security document.

Her innovative work and leadership in setting up the Office of the Cyber Security Special Adviser has transformed the way the Government approaches cyber security policy into a whole-of-ecosystem partnership approach. These partnerships have underpinned the significant successes of Australia's Cyber Security Strategy to date. They continue to prove valuable both through strengthening the national cyber security posture, and act as an example to other areas of Government of true partnership and innovation.

Additionally Ms Ragg's tireless public advocacy for increasing the participation of females in Australia's national cyber security industry has changed, and continues to change, the lives of women for the better.

PUBLIC SERVICE MEDAL (PSM)

Federal (continued)

Ms Padma Priya RAMAN, Balmain NSW 2041

For outstanding public service in leading significant cultural, technological and governance change at the Australian Human Rights Commission.

Since 2010 Ms Raman has provided outstanding service and exceptional leadership as Executive Director of the Australian Human Rights Commission through some very challenging periods.

She has been an exemplary public servant, providing fearless advice to the Commissioners and President, and remaining strongly focused on staff and the professional service provided by the organisation as Australia's national human rights institution.

Some of her key achievements include managing a large cultural change transition; the introduction of several new processes, technologies and systems that have increased efficiencies; the implementation of robust frameworks and governance protocols to ensure appropriate risk assessment and best practice compliance; the development of sophisticated networks across government and civil society; and, the creation of innovative partnerships with government and the corporate sector.

She has created governance regimes in times when the Commission was rapidly changing, and in an evolving political, legal and media landscape.

Ms Raman also served as the CEO of the Victorian Law Reform Commission for over nine years where she also made sustained high level contributions.

Ms Lisa Catherine RAUTER, Pearce ACT 2607

For outstanding public service in establishing the ground-breaking initiative *innovationXchange*.

Ms Rauter was the inaugural head of *innovationXchange* (iXc). She was responsible for realising the Foreign Minister's vision for the iXc and played a leading role in taking it from concept to reality.

Under her leadership, the iXc has challenged traditional thinking about foreign policy and foreign aid, developed and utilised new problem solving tools, and brokered new partnerships. iXc has been funding and trialling 65 innovations across the Indo-Pacific region in medicines, health, nutrition, water and social entrepreneurship. It is making Australia's aid program an international best practice model for delivering new and cost-effective solutions to pressing development challenges.

Her innovations in policy and program development are positively impacting the lives of vulnerable people around the world.

Ms Rauter's dedication, creativity and zeal have resulted in innovation in Australia's foreign aid program being firmly embedded in Australia's programs to secure transformational change across the Indo-Pacific region, to Australia's efforts to achieve the United Nations' Sustainable Development Goals, and to the 2030 Sustainable Development Agenda.

PUBLIC SERVICE MEDAL (PSM)

Federal (continued)

Mr Clayton John TREVILYAN, Port Macquarie NSW 2444

For outstanding public service through the creation of more inclusive and accessible workplaces for APS employees with a disability.

Mr Trevilyan has driven strategic direction in relation to workplace accessibility and inclusion, and promoted the availability and implementation of associated policy, guidelines, workplace employee plans and support initiatives in the Department of Human Services.

In 2010 he established the Accessibility Support Unit (ASU) which provides advice and assistance to over 500 departmental employees requiring assistive technology to support them in the workplace. He worked closely with a range of teams to ensure adequate solutions were considered and implemented in order to accommodate the application of reasonable adjustment involving department endorsed assistive technologies.

He is a tireless advocate for inclusive and accessible workplaces and was the driving force behind a comprehensive report on overcoming barriers to inclusion prepared by the APS Accessibility Roundtable, an APS-wide group chaired by the Department of Human Services. He and his team have been instrumental in gaining recognition for the department as one of the leading agencies in the APS when it comes to providing opportunities and support for people with disability.

More recently he dedicated personal time to assist the Australian Public Service Commission to develop the GradAccess program, a pathway program for university graduates to enter the APS. His knowledge and passion for this work provided 127 graduates with a disability the opportunity to undertake inclusive assessment to potentially enter the APS.

Mr Trevilyan provides a best practice example of an employee who is dedicated to ensuring employment barriers for minority groups are reduced, acknowledged and addressed.

PUBLIC SERVICE MEDAL (PSM)

New South Wales

Ms Katherine Susan ALEXANDER, Summer Hill NSW 2130

For outstanding public service to family and community services in New South Wales.

For over 25 years Ms Alexander has consistently demonstrated a personal commitment to use the best available research and practice to improve the services delivered to vulnerable children and their families within New South Wales.

In her role with the Department of Family and Community Services, (FACS), she designed, implemented and evaluated a new model of child protection service delivery, known as '*Practice First*.' The model outlines how good child protection practice can benefit vulnerable children and their families, and keep the most important resource, skilled practitioners, in direct contact with those families.

Such has been the success of the '*Practice First*' model, a recent review identified that since its implementation caseworkers were able to spend more time with families, make more accurate and comprehensive assessments, and in-turn provide more information with which to make decisions.

Her work has also extended to researching a case worker's decision making process. In particular, understanding why a decision is made to remove a child from their parents, and how FACS can ensure the consistency and reliability of this critically important casework skill. Further, she has led the review into the deaths of children that have been known to FACS, and investigations into allegations of reportable conduct in foster care.

Ms Alexander is a dedicated and outstanding leader and she has lead significant and positive change on the child protection system in New South Wales.

PUBLIC SERVICE MEDAL (PSM)

New South Wales (continued)

Mr Jason ARDLER, Caringbah South NSW 2229

For outstanding public service to Indigenous people in New South Wales.

Mr Ardler has dedicated over 30 years of service to the New South Wales Public Service. Since 2012, as Executive Director of Aboriginal Affairs, he has excelled in delivering strong public administration, and sound and rational policy making, and has been committed to addressing key issues affecting Indigenous people in New South Wales.

He oversaw the implementation and initial community consultation that led to the ground breaking Aboriginal Affairs plan, 'Opportunity, Choice, Healing, Responsibility and Empowerment' (OCHRE) which was of vital importance to the NSW Government. As the lead of the OCHRE plan, he presented a compelling case that represented the voices of Indigenous people and included healing within the final plan - the first Aboriginal Affairs Policy in Australia to do so. He also conceived and led the introduction of the NSW Aboriginal Languages ACT 2017, the first legislation in Australian to recognise the significance of Aboriginal languages to Aboriginal culture and identity, as well as the broader cultural heritage of the State.

He also played an instrumental role in the NSW Government's response to those of the Stolen Generation, including leading a team that conducted over 180 interviews with members of the Stolen Generation, allowing those affected to tell their own personal story. As part of this process he ensured they each received a personal apology on behalf of the State and a suitable settlement payment. He advocated for the establishment of a fully funded stolen generations reparations scheme and funeral assistance fund which was accepted by the state government.

Mr Ardler's untiring commitment to the advancement of Indigenous people across NSW, and his leadership with the Stole Generations, are most noteworthy.

PUBLIC SERVICE MEDAL (PSM)

New South Wales (continued)

Mr Kent Robert BOYD, Parkes NSW 2870

For outstanding public service to local government in New South Wales.

Mr Boyd has worked diligently over the last 40 years to serve his local community, and those communities of the Central New South Wales Region. Commencing his service at Narromine Shire Council in 1982 he developed an understanding and passion for Local Government. He then moved onto roles at Warringah Shire Council and finally at Parkes Shire Council in 1992, where he became General Manager in 2010, a position he currently holds.

His expertise in engineering and project management, and his personal leadership qualities, have made him an outstanding General Manager. Since commencing in the role the Parkes Shire Council has received significant recognition, including awards for excellence in local government, and for excellence in communication. These awards recognise and acknowledge the Council's progressive leadership and vision.

In addition to his duties as General Manager, and as a member of the Central New South Wales Regional Organisation of Councils, he has played an integral role in the success of the New South Wales Local Government Water Industry. As an inaugural member of the Water Directorate Executive Committee he has provided over 14 years of dedicated service and driven the delivery of significant projects, including Blue Green Algae Management Protocols and Drought Management Guidelines.

Mr Boyd has also served on the boards of many community groups where his knowledge, guidance and dedication are key to strong management and productivity. He is an exceptional General Manager who has made a significant impact to those in Central New South Wales and, in particular, to the community of the Parkes shire.

PUBLIC SERVICE MEDAL (PSM)

New South Wales (continued)

Ms Laura Rebecca CHRISTIE, Coogee NSW 2034

For outstanding public service to policy development and reform initiatives in New South Wales.

Ms Christie commenced her career with the New South Wales Public Service, (NSWPS), at the New South Wales Treasury as a Graduate Analyst. She has since held positions as an Adviser in the Department of Prime Minister and Cabinet, as a Senior Policy Advisor with Mission Australia, and as a Principal Policy Officer and as a Director of the Resource and Land Use Branch at the Department of Premier and Cabinet.

In 2015 she was appointed as the founding Executive Director of the Office of the Secretary at the Department of Finance, Services and Innovation, a role in which she has excelled. Due to her meticulous approach to policy development, a clear focus on exemplary stakeholder engagement, and an agile approach to resourcing, the Office of the Secretary Unit has become a benchmark for those within the NSWPS.

Of particular note was her leadership of reform to the compensation regime for landholders whose homes have been affected by subsidence from mining activities. As the Chair of the Mine Subsidence Board she turned it from a failing entity to a new organisation, praised by local government and experts in the Hunter Region, with a cleared claims backlog, innovative digital transition and information focus, and a fairer funding model across coal mines endorsed by the industry. She has also led an overhaul of the Government's land acquisition framework to increase transparency, consistency and customer satisfaction.

Additionally Ms Christie has made a substantial contribution to enhancing the way the Department of Finance, Services and Innovation improve performance through staff engagement and feedback, and she has positively impacted junior staff as a role model and mentor.

PUBLIC SERVICE MEDAL (PSM)

New South Wales (continued)

Mr Kevin Desmond CORCORAN, NSW

For outstanding public service to Justice and Corrective Services in New South Wales.

Mr Corcoran has made a significant contribution that has directly benefited the Department of Justice, Corrective Services NSW, Custodial Corrections and the broader NSW community.

Since commencing with Corrective Services NSW in 2014 as the Assistant Commissioner, he has embarked on a program that has delivered some of the most significant reform and infrastructure projects ever undertaken by Corrective Services NSW. These projects include The Smoke Free Policy, Benchmarking of all corrections centres in New South Wales, and Rapid Build Prisons

As part of the Rapid Build Prisons project he was responsible for the design and build of two new maximum security correctional centres in a total period of 18 months - compared to traditional construction periods of 4-5 years. The centres also operate on a unique structured environment that requires inmates to participate in work, education, programs and activities.

In addition he has also been the driver of a leadership and development program that has contributed towards the delivery of significant cultural change within Corrective Service NSW staff; improved the work skills and training programs for inmates to assist them in post release employment, and implemented best business practices that have included an overhaul of the Operations Procedures Manual.

Mr Corcoran application of professionalism and his ability to deal with, and implement changes to, a broad range of issues, is testament to his leadership and ongoing commitment to the betterment of Corrective Services in New South Wales.

PUBLIC SERVICE MEDAL (PSM)

New South Wales (continued)

Mr Kenneth Geoffrey GAINGER, Bangalow NSW 2479

For outstanding public service to local government in New South Wales.

Mr Gainger has had a long and distinguished career serving communities in NSW and Victoria for over 50 years. Commencing his Public Service in 1965 as a Clerk with Melbourne City Council he continued to develop his skill set and passion for local government working in roles such as Senior Health Surveyor, Deputy Shire Secretary, Chief Executive Officer, before moving into the role of General Manager at Lismore, Marrickville, Ashfield and Byron Shire Councils.

His most notable achievements stem from his role serving the people of the Byron Shire. During this time he transformed the Council from an organisation described as financially weak and in a deteriorating position, to one that is now fit for the future. It was through his hard decisions and astute management of funds that allowed the Council to achieve the benchmarks required to avoid amalgamation.

Some of his achievements have also come from his willingness to tackle the most difficult and complex of issues. These have included repairing relationships with business chambers; leading the community to accept the introduction of paid parking in Byron Bay; resolving the issue of a lack of sports facilities by acquiring land and constructing new sports fields; and securing a final decision and obtaining required approvals for the Byron Bay Bypass.

Further, under his leadership the Byron Shire Council has built a values based, capable and dedicated workforce that is committed to serving the local community.

Mr Gainger has brought a new way of thinking to all the councils where he has worked and he is an asset to the New South Wales Public Service.

PUBLIC SERVICE MEDAL (PSM)

New South Wales (continued)

Mrs Lucy May KINSLEY, Wyrallah NSW 2480

For outstanding public service to community library services in New South Wales.

Ms Kinsley has served the Lismore City Council with distinction for more than 40 years, including 31 years as the Lismore Area Librarian. She has assisted the community and staff to adapt and benefit from technological developments and social change, whilst also encouraging staff to develop programs and events with the aid of volunteers. Under her leadership the Lismore Libraries have continued to evolve and modernise their services to meet the needs of those from all education levels and age groups.

One of her most notable achievements has been launching the Living Library in 2006, which has now grown to become known as the Human Library. The program allows members of the community to listen to interviews conducted with local people with the aim of building social cohesion in the community.

She has also avidly supported making the library an inclusive and engaging space for all members of the community. She has achieved this by actively ensuring that those who are vision impaired have access to audio and talking books. She has also embraced the refugee community and has been an ongoing source of encouragement for them to pursue further education.

Additionally she has developed the Junior Shelves program which gives students the opportunity to gain valuable work experience and serves as a launch pad into the work force.

Ms Kinsley is an experienced library professional that has led her Lismore Libraries team through a period of great social and technological change and has ensured that a wide range of programs, events and experiences are provided to the Lismore community.

PUBLIC SERVICE MEDAL (PSM)

New South Wales (continued)

Ms Lorraine LAM, Auburn NSW 2144

For outstanding public service to the social housing system in New South Wales.

As the Housing Manager within the Social Housing and Implementation Unit, Mrs Lam has ensured that elderly, frail and vulnerable clients, whom she relocated, were treated with dignity, respect and care, thereby resulting in a positive outcome for tenants and the New South Wales Government.

The successful relocation of over 100 tenants as part of the Millers Point and Macquarie Park social housing projects has been one of her greatest achievements. Completion of a project of this scale in such a complex, emotional and political environment is a reflection of her highly professional and skilled project management skills, coupled with her leadership, negotiation and communication skills.

In particular, the Millers Point project demanded her highest attention as she was required to work with highly emotional tenants that had lived there, in some cases for more than 80 years, and who were resistant to relocation. She delivered outstanding customer service to find a location the tenant was happy with, and conducted ongoing assessments of how they were fitting into their new communities. As a result of her efforts many tenants expressed satisfaction and gratitude at the way she managed their entire relocation process.

As of December 2017, the sale of 280 government-owned dwellings at Millers Point, Dawes Point and The Rocks has raised in excess of \$520 million for the New South Wales Government, which is being reinvested into the supply of 1,600 new social housing properties across the state.

Mrs Lam is an extraordinary example and role model of the positive influence that public servants can have in shaping delivery outcomes for the Government and the people of New South Wales. Her dedication has made a positive impact on many within the state's social housing system.

PUBLIC SERVICE MEDAL (PSM)

New South Wales (continued)

Ms Tracey Lee McCOSKER, New Lambton NSW 2305

For outstanding public service to community health in New South Wales.

As the Chief Executive of New South Wales Health Pathology, Ms McCosker has demonstrated outstanding public service through the amalgamation of four independent pathology hubs which in turn has involved a major restructure of pathology services and the establishment of a single service entity that standardises pathology service delivery across the state. She is also now responsible for the strategic direction and operations of the state's Forensic and Analytical Science Services.

Since 2012 she has been at the forefront of NSW Health Pathology and, through her forward thinking approach, she has been able to successfully deliver on critical activities, including transforming the delivery of high quality public pathology services from four integrated pathology networks; the development and implementation of a strategic and governance framework to ensure safety, quality and compliant pathology services; initiatives to achieve efficiencies in service delivery and transparent management and reporting systems.

Through her effective leadership she has brought together individual pathology units from across the state and established an organisation that conducts more than 61 million tests per year for the state's health system and supports clinical teams to make appropriate treatment decisions for their patients. She has also been fundamental in driving the introduction of Point of Care Testing, allowing patients to access a number of pathology services closer to home, resulting in improved services for patients in rural and remote communities.

Ms McCosker's leadership, continuous contribution, and commitment to improved pathology services has ensured the system better responds to the present and future needs of individual patients in NSW.

PUBLIC SERVICE MEDAL (PSM)

New South Wales (continued)

Mr Paul Frances MAGUIRE, Mosman NSW 2088

For outstanding public service to conservation and environmental education in New South Wales.

Mr Maguire has made a significant contribution to the Taronga Conservation Society Australia (Taronga) for over 23 years. Working for the organisation that operates Taronga Zoo in Sydney, and Western Plains Zoo in Dubbo, he has been instrumental in transforming Taronga into a world leader in the fields of conservation, research and environmental education.

A former school teacher, in 1995 he commenced at Taronga Zoo as the Zoomobile Officer. The Zoomobile is a mobile zoo developed to visit students in schools, Juvenile Justice Centers, hospitals and remote areas of New South Wales that may not be given the opportunity to visit a zoo. Under his leadership, the Zoomobile now visits over 10,000 students annually.

He also initiated the ZooSnooz program, an overnight camp experience for students. Now in its 22nd year, the program hosts over 7,000 students per year at the Sydney and Dubbo zoos. His passion for education also saw the creation of the '*Animals of the Dreaming*' program which has created a connection between the Indigenous community, wildlife and school students.

Since 2015 as Director, Visitor Experience, Education and Community Programs, he has been charged with further embedding evidence-based decision making and community education across Taronga's two zoos. He has also led the '*Burnangana and Walanmarra*' and the '*Shoulder to Shoulder*' programs, both of which support trauma effected youth.

Mr Maguire has made extraordinary contributions in education and conservation that have been instrumental in making Taronga the leading organisation it is today.

PUBLIC SERVICE MEDAL (PSM)

New South Wales (continued)

Dr Robert Kofi MENSAH, Narrabri NSW 2390

For outstanding public service to the primary industries sector in New South Wales.

Dr Mensah's career in the New South Wales Public Service spans over 26 years. Throughout this time he has displayed drive, adaptability and dedication to investigate and develop novel biological insecticide products to benefit the agricultural industries in locally, nationally and internationally.

Since he started at the Australian Cotton Research Institute at Narrabri in 1992 he was tasked with developing a pest control program for Australian cotton growers. At this time growers were applying over 15 insecticide sprays to cotton crops to control insect pests. To address such a high amount of chemicals being used his research found and highlighted that the lack of ecological diversity in Australian cotton cropping systems was a major cause of pest problems, and that there was a far greater benefit in protecting natural insects rather than killing pests.

This change in the direction of research led to the development and commercialisation of environmentally friendly products that have allowed the cotton industry to implement and maintain integrated pest management practices that are practical, economic and environmentally sound. Today, over 80% of the industry has adopted this new approach of pest management and his further research findings have resulted in hundreds of millions of dollars of savings for the cotton industry.

His outstanding service is highlighted through a career of achievements including being named Cotton Researcher of the Year in 1998; receiving a Churchill Fellowship in 2002; being nominated for the 2009 CSIRO Eureka Prize for Leadership in Science and the 2015 Australian Cotton Industry nominee to the International Cotton Advisory Council's World Cotton Researcher of the Year; the 2018 International Integrated Pest Management Achievement Award for Lifetime Achievement, and Director of the Australian Cotton Research Institute 2005 to 2018.

Dr Mensah's dedication to seeking out biological products and incorporating them into practical integrated pest management systems has provided significant benefits to the agricultural sector.

PUBLIC SERVICE MEDAL (PSM)

New South Wales (continued)

Dr Joanne Elizabeth MITCHELL, Newtown NSW 2042

For outstanding public service to population health policy in New South Wales.

Dr Mitchell has served the New South Wales Public Service with distinction for more than 30 years. She has driven positive population health policy change for the betterment of the NSW community.

In her capacity as Executive Director, Centre for Population Health at the Ministry of Health she provides leadership across a broad range of health policy and program functions as well as the development of the funding of state-wide services and programs, service measures and monitoring of performance, integrated state-wide social marketing campaigns, the development of population health infrastructure, and contributions to cross-Government approaches to address the social and environmental determinants of health.

Some of her most notable policy responses to priority health issues include the Healthy Eating and Active Living Strategy; the Hepatitis B and C and STI Strategies; and the Diabetes Prevention Framework. All these strategies have fostered quality implementation and positive outcomes for NSW Health.

Additionally, when the funding from the National Partnership Agreement on Preventative Health was withdrawn she quickly mounted a timely response that maintained the existing programs and she was able to attract further support to continue the mainstream state-wide health promotion programs.

Dr Mitchell has continually demonstrated outstanding service, leadership, innovation and dedication during her career. These attributes, along with the respectful and professional manner in which she approaches her work and conducts herself, are an asset to the Public Service of New South Wales.

PUBLIC SERVICE MEDAL (PSM)

New South Wales (continued)

Mr Michael Gowrie WATERHOUSE, Chatswood NSW 2067

For outstanding public service to education through legal counsel roles in New South Wales.

Mr Waterhouse has served the Legal Services Directorate at the New South Wales Department of Education where he has undertaken the roles of Director of Legal Services and General Counsel of the Department. During his 14 years of service he has led sensitive, contentious, high profile and complex legal matters and has delivered positive outcomes for the Department.

Of particular note has been his contribution to the promotion of quality outcomes for Indigenous people through his leadership in developing processes to guide the settlement scheme, and the delivery of personal apologies on behalf of the state to members of the Stolen Generation in the settlement of legal claims.

As part of this process he provides each claimant with the opportunity to tell their story and the impact on their life. He then provides an apology that encapsulates the key features of each individual's experience and in a way that acknowledges their personal resilience in the face of adversity. To date he has delivered in excess of 120 apologies.

Mr Waterhouse has made a significant contribution to the New South Wales Government and to those of the Stolen Generation.

Mr David Thomas WOODS, Moonbah NSW 2627

For outstanding public service to National Parks and to the environment of New South Wales.

Mr Woods has served the New South Wales National Parks and Wildlife Service for over 29 years. In particular, he has played a critical role in the management of the Kosciusko National Park. As the Environmental Liaison Officer he has coordinated community relations programs in the alpine region, managed leases with ski resort operators and tour operators, and served as the Fire Technical Officer for the National Park.

For over 18 years he effectively managed and maintained a strong relationship with the New South Wales ski resorts that utilise the Kosciusko National Park. By doing so he ensured the Kosciusko Plan of Management, Resort Leases and the Threatened Species Legislation were applied practically and fairly ensuring the high standard and reputation of the National Park.

Whilst working at the National Parks and Wildlife Service he was also the author of the Fire Management Plan for the Kosciusko National Park. He also played a vital role in the communication link between the National Parks and Wildlife Service crews and the Control Centre at Jindabyne following the Thredbo Landslide incident.

Mr Woods' knowledge, attention to detail and willingness to go above and beyond means that he is held in the highest regard by both the New South Wales Public Service, the stakeholders he served and the New South Wales National Parks and Wildlife Service.

PUBLIC SERVICE MEDAL (PSM)

Victoria

Mr Richard BOLT, Blackburn South Vic 3130

For outstanding public service through leadership, and innovation in energy, agriculture, education, transport, economic development and carbon policy in Victoria and nationally.

Mr Bolt is currently the Secretary of the Department of Economic Development, Jobs, Transport and Resources with the Victorian Public Service. Throughout his career he has overseen the creation of sustainable public value across multiple portfolio areas.

His outstanding public leadership has contributed to improvements in policy, service delivery and regulation, science and technology innovation, community input to government decisions, and collaboration across the public sector in Victoria and nationally.

Mr Bolt has also been a strong champion for LGBTIQ and vulnerable people, and for integrity in public service. He has served the government and people of Victoria with distinction.

Mr Terence Charles GARWOOD, Pascoe Vale Vic 3044

For outstanding public service across multiple policy areas, and to public sector diversity and inclusion in Victoria.

Mr Garwood has demonstrated outstanding leadership across multiple portfolio areas during his career with the Victorian Public Service and is currently a Deputy Secretary in the Department of Environment, Land, Water and Planning.

He has been a strong advocate for diversity and inclusion and has been committed to the ongoing professional development of people in the public sector.

Additionally he has been a champion of the Victorian Government's contribution to the development of public administration in Timor-Leste.

As the state's most senior Indigenous public servant, Mr Garwood has been an influential, dedicated and passionate leader working collaboratively to deliver improved outcomes for the communities he serves.

PUBLIC SERVICE MEDAL (PSM)

Victoria (continued)

Ms Elizabeth Margaret GOSS, Pascoe Vale Vic 3044

For outstanding public service to the correctional services sector in Victoria.

Ms Goss, in her role with Correctional Services in the Victorian Department of Justice and Regulation, has had a profound influence on the strategic direction of the Victorian correctional system.

Through her commitment and dedication she has an outstanding record of achievement in the development and delivery of a wide range of correctional initiatives.

During her career, Ms Goss has managed demanding portfolios to an exceptional standard, and has expertly led complex high risk business areas, and resolved complex service delivery issues from both policy and operational perspectives. Her contributions to the government and people of Victoria are most noteworthy.

Ms Julia Ellen GRIFFITH, Vic

For outstanding public service to youth justice and correctional services in Victoria.

Ms Griffith has had an exemplary public sector career in a range of challenging portfolio areas up to and including her present role as Deputy Secretary, Youth Justice in the Victorian Department of Justice and Regulation.

Through her commitment and dedication she has delivered real service improvements, often during times of immense public scrutiny, that have led to a safer Victoria.

Ms Griffith has been instrumental in leading a number of major corrections projects including the reform program for the state's Youth Justice system, as well as landmark projects for the Victorian Koori community. Her efforts on behalf of the government and people of Victoria are in keeping with the finest traditions of public service.

Ms Denise Catherine McLAUGHLIN, Doncaster Vic 3108

For outstanding public service to the delivery of child protection services in Victoria.

Ms McLaughlin has had an exemplary career in the Victorian Public Service. She is a dedicated leader in her role as Director, Child Protection, North Division in the Department of Health and Human Services.

She has been a champion of reform programs within the Victorian child protection public administration system which has achieved outstanding results.

Ms McLaughlin has been instrumental in progressing self-determination and improved outcomes for Indigenous children that find themselves in the child protection service system. She has recognised that Indigenous children flourish and develop when connected to family, culture and country and she has been a strong advocate for this to be an integral part of Victoria's child protection policies and programs.

PUBLIC SERVICE MEDAL (PSM)

Victoria (continued)

Mrs Jodie Lee QUILLIAM, Vic

For outstanding public service to records management practice in Victoria.

Ms Quilliam has had a distinguished career in the Victorian Public Service, including in her present role as Assistant Director, Service Delivery in the Department of Health and Human Services.

She led a significant reform program that modernised records management practices in the Department and improved access to records for institutional and out-of-home care leavers and their families.

The Wards Records Plan set a precedent in the level of transparency and accountability in government record keeping, and is widely regarded as a model for other Victorian Departments and state jurisdictions.

Ms Quilliam has been a dedicated and high-achieving public servant and has made a significant contribution to the community of Victoria.

Queensland

Dr Graham FRAINE, Palmwoods Qld 4555

For outstanding public service to social science research and policy development in Queensland.

Dr Fraine has more than 20 years' experience in public policy development and social science research specialising in transportation, program development and service delivery. He has a proven track record in delivering significant outcomes in policy and regulatory reform and through his leadership has improved outcomes for Queenslanders in a range of areas including safety, customer service delivery, and policy reform.

In his role as Deputy Director-General of Policy in the Department of the Premier and Cabinet (DPC), he was responsible for developing specific policy advice on key issues, providing high-level strategic social, environmental and economic advice for the Premier and Cabinet, along with the implementation of key government decisions.

Formerly he was Deputy Director-General in the Department of Transport and Main Roads. One of his key achievements in this role was developing and overseeing the delivery of key road safety programs in Queensland that led to sustained reductions in road trauma, including Queensland's lowest recorded road toll in 2014.

His ability to collaborate across all agencies to develop and implement policy and services to drive the government's objectives for the community has been one of his key strengths.

As a trusted advisor to the Premier, Ministers, Directors-General and Chief Executives, Dr Fraine provided considered strategic advice and support in driving and implementing the government's policy agenda, and delivering the best outcomes for Queenslanders.

PUBLIC SERVICE MEDAL (PSM)

Queensland (continued)

Mrs Kirsten HERRING, Taringa Qld 4068

For outstanding public service to arts policy development in Queensland.

Ms Herring is a committed public servant who has achieved worthwhile and significant outcomes with a passionate commitment to improving the arts in Queensland. In Senior Executive roles within the State Government she has been instrumental in the development and delivery of arts policy, with a focus on arts that are accessible to all Queenslanders.

She has brought to her role as Deputy Director-General of Arts Queensland a commercial nous, always ensuring overall value to the state, while forming strong relationships with stakeholders, including arts statutory bodies. She played a pivotal role in delivering the Arts Infrastructure and Investment Strategy, overseeing significant projects that will reinforce Queensland's position as an outstanding cultural tourism destination, not only domestically but also internationally.

She has worked with great distinction under successive governments, Directors-General and Premiers. She embodies public service values and is dedicated to continuous improvement to achieve business outcomes.

She has worked across a range of the State's major arts festivals, attracting major international events to Queensland, and has been instrumental in the creation of new economic boosting events, which attract global audiences.

Ms Herring's commitment and high performing nature sets the bar high for those around her. She continues to strive for excellence and encourages her colleagues to do the same.

PUBLIC SERVICE MEDAL (PSM)

Queensland (continued)

Mrs Julianne MITCHELL, Samford Qld 4520

For outstanding public service to transport infrastructure in Queensland.

Ms Mitchell has devoted more than 30 years of service excellence to the State of Queensland. Since 2010 she has held the position of Chief Engineer in the Department of Transport and Main Roads (TMR) and is the most senior engineer in TMR, the largest employer of engineers in Queensland.

Throughout her career, she has built up extensive civil engineering and project management experience related to transport infrastructure projects, including planning, design and construction. She not only oversees projects in the billions of dollars, but she is also instrumental in leading an innovation agenda as an opportunity for continual improvement.

She is an influential voice in the engineering community, encouraging gender balance in the STEM professions. She has been a strong voice and advocate for change and is a role model for younger engineers.

In her Chief Engineer role she oversees more than 330 professional, technical and support staff, focusing on guiding and supporting the technical aspects that contribute to the effective delivery, performance and operation of the state-controlled road network.

Ms Mitchell is highly regarded with an esteemed reputation across the public service, and always willing to go above and beyond for better outcomes for the people of Queensland.

PUBLIC SERVICE MEDAL (PSM)

Western Australia

Dr Raymond John MASINI, North Beach WA 6020

For outstanding public service to marine ecology and environmental protection in Western Australia.

Dr Masini was a marine ecologist for over 30 years working in Western Australian marine ecosystems. He commenced his career at the Environmental Protection Authority (EPA) in 1989 and for the last 21 years held the position of Manager, Marine Ecosystems Branch Department of Water and Environmental Regulation and former agencies. His technical, policy expertise and commitment has been exceptional and he has fundamentally changed how the marine environment is managed in Western Australia.

His influence extends well beyond the borders of Western Australia and his work has been used extensively in other jurisdictions nationally and internationally. It is as a result of his tireless efforts that the marine environment in Western Australia is in such good condition.

He holds an adjunct professorship in the Centre for Ecosystem Management at Edith Cowan University. He has sat on a number of expert groups and State-based committees (including the Coastal Planning and Coordination Council and the Executive Advisory Group for Marine Oil Spill response) and has been centrally involved in the planning and management of a range of multidisciplinary marine-scientific studies around the State's 13,000 km coastline.

He was centrally involved in the planning, site selection and assessment of an LNG precinct on the Kimberley coast. More recently, he has been instrumental in the establishment of a dredging science initiative that uses over \$10M in environmental offset funds to better predict and manage the impact of dredging in tropical coral reef communities.

Dr Masini's unique experience across marine science and policy, together with his strategic thinking, has enabled him to influence outcomes in Western Australia and beyond and he represents the best of service to public administration.

PUBLIC SERVICE MEDAL (PSM)

Western Australia (continued)

Mr Keith Alan WOODWARD, WA

For outstanding public service to local government administration in Western Australia.

Mr Woodward has worked for local government in Western Australia since 1986. He has been the Shire of Exmouth's Engineering Executive since 2002 and was promoted to the position of Deputy Chief Executive Officer in 2017.

From December 2016 to June 2017 he was appointed to the role of Acting Chief Executive Officer as the Shire of Exmouth was subjected to a Crime and Corruption Commission (CCC) Investigation. As the investigation unfolded the Chief Executive Officer was terminated, a Commissioner appointed, and Council resigned. He was exemplary in guiding the Shire through this period.

He assisted the CCC investigation team and provided honest and reliable evidence and assistance, and also strong and effective leadership to the remaining staff, and ensured that essential rate payer services were maintained during this period. All of this was happening in an environment of challenges including Exmouth 50 Year Celebrations and the opening of the Ningaloo Centre. The Ningaloo Centre project itself was also audited by the Government as part of the inquiry into many Royalty for Region funded projects.

Due to the cost of the CCC investigations, and the cost of settling with senior managers and resulting loss of knowledge, he was not able to employ additional staff to assist in running of the Shire.

Mr Woodward has continued to provide strong leadership since he took up his position as Deputy CEO. He plays a key role in the development and implementation of the Shire's Integrated Strategic Plan and has worked tirelessly to develop a sound governance policy and put it into effect. He is a strong proponent of good governance, ethical work practice and staff development and is committed to serving the community of Exmouth.

PUBLIC SERVICE MEDAL (PSM)

Australian Capital Territory

Ms Bronwen Margaret OVERTON-CLARKE, Campbell ACT 2612

For outstanding public service in the Australian Capital Territory, particularly in the area of public sector standards.

Ms Overton-Clarke is an exceptional public servant who has made an outstanding contribution to the ACT Public Service in the areas of public administration and service delivery.

She has held senior executive positions in strategic workforce areas, and policy development roles, as well as front line service delivery in child protection and public housing services, the latter including the delivery, under the 2009 Nation Building Taskforce, of 420 new public and community dwellings funded by the Australian Government.

Since 2015 she has held the role of ACT Public Sector Standards Commissioner and Deputy Director-General, Workforce Capability and Governance in the Chief Minister, Treasury and Economic Development Directorate. She has provided exceptional leadership in her role as Public Sector Standards Commissioner and has been instrumental in driving cultural change across the ACT Public Service.

She has worked to position the ACT Public Service as a high performing organisation that is efficient and effective in delivering advice to Ministers and services to the ACT community on their behalf. She has led many initiatives to modernise the ACT Public Service employment framework, strengthen the capability of the workforce and deliver on the commitment to increase equity and diversity in the public service workforce.

In 2016 she led major changes to the Public Sector Management Act that were passed by the ACT Legislative Assembly. These were the most comprehensive public sector reforms in over 20 years.

Ms Overton-Clarke has an excellent reputation for working collaboratively across both government and non-government partners throughout her career. She is known for her strength in fostering relationships internally and externally and has gained the respect of staff, senior officers, Directors-General and Ministers alike.

AUSTRALIAN POLICE MEDAL (APM)

Federal

Detective Sergeant Jeanette Helen BOLAND

Detective Sergeant Boland began her policing career in the Australian Federal Police (AFP) in 1987. Following recruit training she was deployed to Sydney, where she worked in drug investigations and intelligence.

She received her Detective designation in 1991 and continued her career in Fraud and General Crime investigations and Personnel Management and Information Services. In 1999 she was assigned to a major tax fraud investigation for a three year period.

Following the resolution of this investigation she continued in investigative roles in the Sydney Response team and Economic and Special Operations area before being transferred to a year-long posting in Professional Standards. She was promoted to the rank of Sergeant in 2006, after which she led teams in Asset Forfeiture and Financial Investigations. She then had further leadership roles in the Operations Monitoring Centre and Learning and Development in the AFP's Sydney Office.

In 2012 Detective Sergeant Boland was appointed as Team Leader, Sydney Counter Terrorism Community Liaison Team and since then she has been at the forefront of proactive work undertaken with vulnerable youth within the principles of Countering Violent Extremism. She has built and fostered relationships between the AFP and Muslim communities and her vision and commitment has contributed to enhancing Australia's national security.

AUSTRALIAN POLICE MEDAL (APM)

Federal (continued)

Assistant Commissioner David James STEWART

Assistant Commissioner Stewart commenced with the Australian Federal Police, (AFP), in 1986. He was assigned to the Sydney Airport and then to a number of investigative roles in the Sydney Office including drug investigations and Organised Crime. He was designated Detective in 1990.

He was seconded to the Sydney Office of the National Crime Authority in 1995 and returned to a covert role in the AFP's Sydney Office in 1997. He was promoted to the rank of Sergeant in 1998. Between November 2000 and June 2001 he was deployed as part of the AFP's 5th Contingent to East Timor.

On return he continued to perform a number of leadership roles in Sydney including drug investigations, intelligence and NSW crime commission. He was promoted to the rank of Superintendent in 2004 and then to the rank of Commander in 2005 and he assumed the role of Deputy Manager, Sydney Office. He later became Manager of the Sydney Office in 2007.

From 2007 to 2011 he performed the duties of Assistant Commissioner in AFP National Headquarters on a number of occasions. In 2011 he transferred to the role of Manager, Counter Terrorism International in Canberra and then spent six months on secondment to the Australian Customs and Border Protection Service where he played a key role in their reform program.

On his return to the AFP he was the Manager Criminal Assets before moving to Manager Organised Crime in July 2015. He was promoted to Assistant Commissioner in 2016 and is currently the National Manager Support Capability, which is responsible for the AFP Operations Coordination Centre, Covert and Capability and Specialist Response Group.

Assistant Commissioner Stewart has provided dedicated policing services to the wider Australia community for over 30 years.

AUSTRALIAN POLICE MEDAL (APM)

New South Wales

Detective Chief Inspector Michael John COOK

Detective Chief Inspector Cook joined the New South Wales Police Force, (NSWPF) in 1980 and was confirmed as Constable in 1982 whilst performing general duties at Campbelltown. He commenced criminal investigations duties in 1988.

In 1995, whilst carrying out criminal investigations duties at Macquarie Fields, he was appointed to the project team for the implementation of the electronic case management system across the state. His role on the project team included liaison with strike forces implementing the use of the new technologies into their investigation processes.

He continued in this role as it evolved into the development and implementation of complex investigation and intelligence gathering management systems. His expertise was utilised during the 2000 Sydney Olympic Games.

In 2007, he was promoted to the rank of Inspector and in 2011 was appointed as the Coordinator of the Chemical Operations Team within the Drug Squad, a position that he still holds. He is the principal tutor for the Clandestine Laboratory Investigation and Safety Course, held annually for investigators from national policing jurisdictions and Commonwealth agencies involved in investigation of illicit drug manufacture and chemical diversion. He is highly regarded internationally and is regularly called upon for advice and guidance.

He currently a Director for NSWPF Legacy, a position he has held since 2010.

Detective Chief Inspector Cook's dedicated police service to the people of New South Wales for over 38 years has been exemplary.

AUSTRALIAN POLICE MEDAL (APM)

New South Wales (continued)

Superintendent John Henry GRALTON

Superintendent Gralton joined the New South Wales Police Force, (NSWPF) in 1988 and was confirmed as a Constable in 1989 whilst performing general duties at Toukley. In 2007 he was promoted to his current rank of Superintendent and in 2017 and served as the Commander at Hunter Valley, Central Hunter and Newcastle City Commands, before being appointed to his current position as District Commander, Tuggerah Lakes.

In 1995, he was seconded to the Australian Bureau of Criminal Intelligence responsible for the collection, analysis and dissemination of criminal intelligence to national agencies for a national co-ordinated response to criminal investigation. In 1997, he received an Australia Day Achievement Medallion upon recommendation of the Director, Australian Bureau of Criminal Intelligence for duties at the Bureau.

In 2007, he was a Forward Commander for the World Youth Day celebrations at St Mary's Cathedral including the deployment of multi-agency resources for the visit of Pope Benedict XVI.

He has dedicated a substantial period of his career to policing the Hunter and North Coast Regions of New South Wales, including as Operations Manager for the Northern Region

He is a representative on many state committees and boards responsible to crime in the Northern Region of New South Wales, including the development and implementation of strategies for the response to Rural Crime, Alcohol, Youth and Cyber related crime.

Within the NSW Police Force, he has been involved in the development of strategies within Human Resources, Workplace Safety, Information Communication Technology, Customer Service and Domestic and Family Violence to enhance the operation of the NSW Police force within these areas.

Superintendent Gralton's dedicated police service to the people of New South Wales for over 30 years is exemplary.

AUSTRALIAN POLICE MEDAL (APM)

New South Wales (continued)

Chief Inspector Peter Morris HANSEN

Inspector Hansen joined the New South Wales Police Force, (NSWPF) in 1979 and was confirmed as a Constable in 1980 whilst performing general duties at Regent Street Police Station. In 2000 he was promoted to Inspector and in 2014 was appointed to his current position within the Education and Training Command.

Between 1998 and 2008 he undertook command, planning and logistical duties for significant large-scale events including Royal Visits, Bathurst motorcycle and car races, the Sydney 2000 Olympics, World Trade Organisation conferences, the Olympic Torch relay for the 2004 Olympic Games, the Asia Pacific Economic Conference and World Youth Day 2008. These duties included complex risk assessment, develop of concepts of operation, logistics planning, budgetary planning, procurement and deployment of multi-agency assets.

In 2009, he was appointed Project Manager for the deployment of Tasers to NSWPF personnel. He developed and prepared foundation documents and managed the acquisition of Taser and related products.

In 2011, he was appointed the Manager of Sesquicentenary of the NSWPF project and led the development of risk assessments, concepts of operations, operational orders and plans for multiple events during the year long celebration held across New South Wales. He was also responsible for the establishment of the first State Crisis Centre, the forerunner to the State Emergency Operations Centre. Additionally in 2014 he developed the business case for a body worn video camera strategy for the NSWPF and was appointed as Police Project Lead and senior user for its deployment and implementation.

He has also been involved in the development of state and national strategies for the reduction of motor vehicle theft and rebirthing. He contributed to the National Motor Vehicle Theft Reduction Plan, providing advice to the National Motor Vehicle Theft Task Force on the development of the National Exchange of Vehicle and Driver Information System.

Inspector Hansen's dedicated police service to the people of New South Wales for over 38 years has been exemplary.

AUSTRALIAN POLICE MEDAL (APM)

New South Wales (continued)

Detective Chief Inspector Bernhard Edward JANSSEN

Detective Chief Inspector Janssen joined the New South Wales Police Force, (NSWPF) in 1982 and was confirmed as a Constable in 1984 whilst performing general duties at Hurstville. He commenced criminal investigation duties in 1985 and in 2003 he was promoted to the rank of Inspector. In 2011 was appointed the Commander of a specialised investigative support area, a position which he still holds.

Since taking command of the Unit he has developed and implemented significant enhancements to its programs, in particular facilitating the national accreditation of training in his subject matter area. New South Wales remains the only Australian policing jurisdiction to hold a national accreditation in that discipline.

These actions have significantly improved the status of the NSWPF amongst its international peers in the field of covert policing.

Since 1985 he has volunteered with many organisations and is currently a patron of the Australasian Police Basketball Association, the Treasurer of the Australian and New Zealand Police Games Federation and the Secretary of the New South Wales Police Council of Sport.

Detective Chief Inspector Janssen has dedicated over 35 years of service to the people of New South Wales.

AUSTRALIAN POLICE MEDAL (APM)

New South Wales (continued)

Superintendent Karen Jane McCARTHY

Superintendent McCarthy joined the New South Wales Police Force, (NSWPF), in 1987 and was confirmed as a Constable in 1988 whilst performing general duties at Windsor. In 2007 she was promoted to her current rank of Superintendent and was appointed to her current position as Commander, Eastern Beaches Police Area Command in 2016.

She is currently the Deputy REOCON for the central metropolitan region. In this position she has directed two large scale Field Emergency exercises for the Sydney CBD, to prepare the city in case of a significant emergency involving multiple sites, mass casualties and disruption to critical infrastructure.

She was responsible for the implementation of a proactive Child Protection Register Team ('Operation Overwatch'), which utilises resources to proactively target high risk offenders, increase intelligence holdings and swiftly prosecute individuals to disrupt re offending in this area of crime.

Additionally she initiated and implemented the Botany Precinct Emergency sub-plan, incorporating Sydney Airport, Botany Industrial Park and major hazard facilities at Port Botany. The NSW Government's 'O'Reilly Report' recommended this plan as best practice in emergency planning for industrial and large scale chemical facilities.

Furthermore she has collaborated with government, community and business stakeholders in the Coogee Precinct to establish strategies and implement programs that have significantly reduced the incidents of alcohol related crime in the precinct.

Superintendent McCarthy's dedicated police service to the people of New South Wales for over 30 years is most noteworthy.

AUSTRALIAN POLICE MEDAL (APM)

New South Wales (continued)

Detective Sergeant Michael Aloysius O'KEEFE

Detective Sergeant O'Keefe joined the NSW Police Force, (NSWPF), in 1982 and was confirmed as a Constable in 1983 whilst performing general duties at Newtown. In 1995 he was promoted to the rank Detective Sergeant and in 2013 was appointed to his current role as Investigations Manager at Marine Area Command.

In 1997, he commenced criminal investigations duties at Leichhardt Police Station where participated in number of complex investigations including several homicides. His roles in the homicide investigations resulted in high praise from the NSW Coroner, external agencies and families.

In 2013 he managed the complex investigation relating to two persons being lost overboard from a cruise liner. The extensive investigation he conducted on behalf of the NSW Coroner received high praise from the Coroner for the professional and detailed brief of evidence and his compassion and humanity shown during the investigation.

Upon commencing duties as the Investigations Manager at Marine Area Command he immediately initiated strategies to improve its investigation capabilities which has enhanced the reputation of the Command with Federal and Interstate Agencies.

Detective Sergeant O'Keefe's has provided superior and dedicated police service to the people of New South Wales for over 36 years.

AUSTRALIAN POLICE MEDAL (APM)

New South Wales (continued)

Detective Superintendent Paul Nicholas PISANOS

Detective Superintendent Pisanos joined the New South Wales Police Force, (NSWPF), in 1987 and was confirmed as a Constable in 1988 whilst performing general duties at Central. In 2014 he was promoted to the rank of Superintendent and in 2017 was appointed to his current role as the Commander, Tactical Operations Group, Counter Terrorism and Special Tactics Command.

In 1999 he commenced duties at Special Crime and Internal Affairs where he undertook complex and detailed investigations into criminal activity and corrupt practices. This followed in 2007 with duties at the Eastern Beaches Local Area Command where he immediately implemented initiatives with the Command to enhance the development and deployment of Criminal Investigators to better facilitate the investigation of crime in the Command.

In 2012 he commenced duties at Leichhardt Local Area Command, where he initiated programs to enhance the relationship between NSWPF members and the Indigenous community. He is passionate about policing and recognises that good communication and positive relationships with staff and the community are key to instilling confidence and reducing violence, fear and crime.

He also developed Youth Programs which aimed to break down the barriers between NSWPF members and both Indigenous and disadvantaged youth groups to improve life outcomes for them. The programs he launched include '*The Friend in Hand Program*' and '*Girls Who Box*' and the '*1,2,3 Program*' which placed disadvantaged youth with private businesses providing work experience for possible future full-time employment. These programs have reduced youth crime by adopting a mindset of positivity, and creating avenues and opportunities for youth that they otherwise would not have received.

Superintendent Pisanos' dedicated police service to the people of New South Wales for over 30 years has been exemplary.

AUSTRALIAN POLICE MEDAL (APM)

Victoria

Assistant Commissioner Russell Haig BARRETT

Commander Barrett joined Victoria Police (VICPOL), in May 1988 and was sworn in as a Constable on 14 September 1988. He subsequently performed duties at some of Victoria's busiest work areas and has a career history which is both varied and specialist. He has spent a large proportion of his career in general duties however has pursued specialised skills at Melbourne Prosecutions Division and the Intelligence and Covert Unit.

In 2008 he was promoted to Inspector at the School of Applied Policing as a Senior Project Officer where he oversaw the restructure and implementation of the Sergeant and Senior Sergeant promotional programs. He transferred to the Centre for Operational Safety in 2010 and was instrumental in the rollout of the Semi-Automatic Pistol project. In 2011 he was promoted to Superintendent and performed duties at Licensing and Regulation Division.

In 2013 he travelled to India as a Visiting Fellow and represented Victoria Police at the Indian National Police Academy, Hyderabad University. In 2016 he was promoted to the rank of Commander where he is currently responsible for Divisions 1, 2 and 3 in North West Metro Region (NWMR.)

As a Commander in NWMR he is involved with local priority communities implementing and chairing forums to develop productive working relationships and provide community groups with an active role in the development of strategies and solutions to address issues. He is an active sponsor for local initiatives focussed on youth engagement and assisting at risk youth.

Commander Barrett currently performs a sponsorship role for the Women's Leadership and Support Program offering invaluable support to aspiring women leaders within the organisation.

AUSTRALIAN POLICE MEDAL (APM)

Victoria (continued)

Senior Sergeant Rebecca Dianne CASKEY

Sergeant Caskey joined Victoria Police, (VICPOL), in 1995 and after graduating performed general policing duties at St. Kilda Road Police Station and then for a period as a general duties reliever. She joined the Emergency Response Division in 1999 where she became the first female to gain selection to the VICPOL Search and Rescue Squad. This achievement was recognised through interviews and articles in various print, radio and television media outlets.

During her pioneering time at Search and Rescue she participated in numerous search, rescue and recovery operations including the high profile activity 'Operation Sorbet', a multi-agency investigation into an international drug importation syndicate, involving foreign nationals and the pursuit of the international vessel, 'The Pong Su' along the Australian coast.

She remained at the Search and Rescue Squad for eight years and participated in all aspects of the unit including dive search, rescue and recovery, vertical rescue, alpine and confined space searches. She has gained a range of proficiencies including as Dive Medical and Service Technician, Advanced Alpine Skills, Ski and Navigator Instructor, and National Search and Rescue Manager as well as obtaining operator licences for Jet Ski, Motor boat and Snowmobile.

She has mentored, supported and provided guidance to others within law enforcement, particularly to women, one of whom became the second female at Search and Rescue and who acknowledges her contributions as a role model through guidance and support and the establishment of female specific equipment and facilities.

Additionally she has applied these same competencies in other roles including at the Critical Incident Response Unit and the Operational Response Unit as a supervisor. Her preparedness to perform these duties has enhanced VICPOL's response capabilities, particularly during incidents where a female offender and/ or victim have been the subject of the police operation. Latterly she has worked in the State Emergency and Security Command (SESC) where she has represented Victoria Police as a subject matter expert in emergency response and co-ordination activities.

Sergeant Caskey's profile has highlighted VICPOL as an organisation that promotes individuals based on their ability and not influenced by their gender. This has assisted to change perceptions about VICPOL both within and outside the organisation.

AUSTRALIAN POLICE MEDAL (APM)

Victoria (continued)

Commander Sharon Maree COWDEN

Commander Cowden commenced recruit training at the Victoria Police, (VICPOL), Academy in 1987 and on graduating performed duties in "Z" District (Southern Metro Division 4 Frankston) and the Community Policing Squad.

In 1993 she moved to the Child Exploitation Unit before transferring to the Oakleigh Criminal Investigation Unit (CIU). In 2002 she was promoted to a Sergeant's position at the Oakleigh Police Station before being promoted in 2004 to a Senior Sergeant's role in the Organisational Development Department. She was promoted to Inspector in 2006 and took up a role in the Corporate Performance Unit, Business Services Department.

In 2008 she took up the role as the Inspector in Charge of the Moreland Police Service Area. In 2011 she was promoted to Superintendent at the Inspectorate and in 2013 moved to North Western Metro Region, Division 5 as Officer in Charge.

She was selected in 2016 Sharon for the Commander's role at North West Metro (NWM) - Northern Command. During this period she has led large teams responding to significant community and critical incident events ranging from bushfires in north-west Melbourne, the Bourke Street tragedy, Essendon airport fatalities and the Flinders Street vehicle attack. She has also served as the Aide de Camp to the past four Governors of Victoria.

Commander Cowden is one of the most experienced and highly respected Operational Police Commanders in VICPOL and has shown herself to be an outstanding leader and positive role model.

AUSTRALIAN POLICE MEDAL (APM)

Victoria (continued)

Superintendent Michael John GLOWASKI

Superintendent Glowaski joined Victoria Police, (VICPOL) in October 1981. After graduating, he performed general policing duties as a Constable and Senior Constable at Mordialloc, Russell Street, Frankston Police Community Involvement Program, Oakleigh and Frankston police stations. In 1988 he transferred to Richmond Criminal Investigation Branch (CIB) and then to Frankston CIB before being promoted in 1995 to a Sergeant's position at Transit Police. He also performed duties at the Transit District Response Unit, Mordialloc Police Station and the Moorabbin Regional Response Unit.

In 2004 he took up a role within the Counter Terrorism Coordination Unit and during this period was upgraded to Senior Sergeant before he gained a position at the Intelligence and Covert Support's Interpose Business Support Unit. Here he played a key role in the development and introduction of Interpose, which is VICPOL's application for investigation, intelligence and registry management. During his time at Interpose he was selected to represent VICPOL responsible for showcasing and training personnel from Kenya's Anti-Corruption Commission in the use of Interpose Application.

In 2008 he transferred to the Glen Waverley Criminal Investigation Unit (CIU) as the Officer in Charge. During this period he was upgraded as an Inspector and performed duties in Monash, Whitehorse and Boroondara Police Service Areas (PSA).

He was subsequently promoted to Inspector in 2009 performed the role of Staff Officer to the Director, Corporate Strategy and Performance Department. He also performed duties at Crime Command, as Staff Officer to the Deputy Commissioner Specials Operations, Kingston PSA and then as the Southern Metro Region Division 2, Investigations and Response Manager. He played a key role in the introduction of the Petrol Drive Off initiative that changed the reporting processes and investigation regime for dealing with petrol drive offs in Victoria.

Superintendent Glowaski was promoted to that rank in 2014 at Computer Aided Dispatch and during this period he also performed duties at Western Region Ops Support, Moorabbin Divisional Manager, Prahran Divisional Manager, Dandenong Divisional Manager, and Radio and Telecommunications at Communications Services Unit.

AUSTRALIAN POLICE MEDAL (APM)

Victoria (continued)

Superintendent Lisa Ann McMEEKEN

Superintendent McMeeken has had a long and varied career since joining Victoria Police, (VICPOL), in August 1982. After graduating in January 1983 she went on to perform duties at Force Reserve, Missing Persons, South Melbourne and Malvern Police Stations. Her career has seen fulfilling roles in the Bureau of Criminal Intelligence (BCI), Crime Departments Special Projects Unit, the Prahran Community Policing Squad and, on promotion to Sergeant, at the Transit Police.

In 1996 she transferred to the Family Violence Unit, and then as a planning officer in the Project Portfolio and Governance Unit. In 2000 she was promoted to Senior Sergeant at the Training Department before moving in 2001 to the Sexual Offence Child Abuse Unit (SOCAU) Co-ordination Office. She was then promoted to Inspector in the role of Staff Officer to the Commander, Legal Services Department, and later assigned to the Prosecutions Division to assist in driving reform to prosecution workflows and to promote flexible work practises to improve the organisation's ability to meet demand, and to attract, support and retain female prosecutors.

In 2006 she was upgraded to the role of Superintendent in charge of the Freedom of Information (FOI) office and then in 2009 as Superintendent at the Ethical Standards Department. After a posting with the Government Relations Branch of the Australian Federal Police she returned to the Ethical Standards Department in 2011.

As Superintendent for Support Services North West Metro Region she provided leadership in developing, testing and implementing the delivery of the response to the Victorian Equal Opportunity and Human Rights Commission (VEOHRC) Review into sex discrimination, harassment and predatory behaviour among Victoria Police employees. In 2016 she was appointed as the Superintendent in the VEOHRC Review Response, Partnerships and Innovation office.

Superintendent McMeeken continues to play a distinguished role in the professional development and advancement of the careers of women in policing and is an active mentor in the Victoria Police V-Balance program.

AUSTRALIAN POLICE MEDAL (APM)

Victoria (continued)

Assistant Commissioner Richard Andrew NUGENT

Assistant Commissioner Nugent joined Victoria Police, (VICPOL), in October 1987 and, after graduating in February 1988 he went on to perform general policing duties at Croydon, City West and Prahan Police Stations. He attended the Detective Training School and then transferred to St Kilda CIB where he performed investigative duties. In 1994 he moved to the Special Response Squad, then to the Homicide Squad in 1996, before being promoted to Sergeant at South Melbourne Police.

In 2001 he was promoted to Senior Sergeant at the Moorabbin Regional Response Unit where he lead a team engaged in drug and investigative duties. In 2006 he was promoted to Inspector as an Ethics and Professional Standards Officer, and in 2010 he was promoted to Superintendent at the Western Region Operational Support Division. In addition to his portfolio duties he established the *'Livestock and Farm Crime'* Special Community of Practice which initiated a partnership approach between VICPOL and the rural industry. He was then promoted to Commander in the North West Metro Region where he was responsible for major policing operations including the East West Tunnel and GROCON protests. He also instigated the *'Advancing Local Leadership Program'*.

He was promoted to Assistant Commissioner Eastern Region in 2015 and currently oversees the delivery of policing services for Melbourne's inner east, north east Victoria and Gippsland.

He has had a diverse policing career spanning over 30 years, during which time he has demonstrated his ability to build capacity and capability within Victoria Police to meet the ever changing needs of policing in Victoria. He has made a substantive contribution to the development and future of VICPOL through the introduction of programs to increase the leadership capability and capacity of police at Sergeant and Senior Sergeant levels. Currently he is the VICPOL portfolio holder for drugs, where he is responsible for leading VICPOL's response to issues of illicit drugs through the development of the Illicit Drug Response Plan.

Assistant Commissioner Nugent's work has seen many managers within VICPOL benefit from inheriting workplaces from him that lead the organisation in terms of people, operations and governance. He has contributed much to the profession of policing and to the safety of the community of Victoria.

AUSTRALIAN POLICE MEDAL (APM)

Victoria (continued)

Detective Leading Senior Constable Jennifer Kay PARKER

Leading Senior Constable Parker was sworn in at the Victoria Police Academy on 14 August 1996. Upon graduating she performed general duties as a Probationary Constable in 'Delta' District (Frankston area), before transferring to general duties at Mornington Police and then to Melbourne City Police Station.

In November 1998 she transferred to general duties at the Dandenong Police station and then to Melbourne Prosecutions where she performed duties as a prosecutor between December 2001 and October 2004. She then transferred to the Benalla Sex Offence and Child Abuse Unit (SOCAU).

Her duties at Benalla SOCAU involved responding to reported sex offences and child abuse. These duties included attending to the welfare and wellbeing of victims. SOCAU was later converted to the Sex Offence and Child Abuse Investigation Team (SOCIT). This change meant that members at SOCIT were required to qualify as detectives and investigate sex offences and instances of child abuse.

She was one of only two police officers to successfully transition from being a victim-focused Sexual Offence and Child Abuse Unit police officer, to being equally focused on keeping offenders accountable by qualifying as a Sexual Offence and Child Investigation Team (SOCIT) Detective. She completed the transition courses and studies whilst being the only SOCIT police officer at Benalla.

Recently she performed a secondment at Wangaratta Prosecutions which provided her the opportunity to refresh her skills as a prosecutor, and her presence was also beneficial to the prosecutions unit in that they had a victim centric member provide them with her expertise during the prosecution process.

Leading Senior Constable Parker's commitment to the specialised area of SOCIT policing extends well beyond her daily reactive investigative requirements. She also provides a proactive response within the community through education of students, teachers and nurses alike at school campuses within the Benalla area.

AUSTRALIAN POLICE MEDAL (APM)

Queensland

Detective Inspector Melissa Louise ANDERSON BM

Detective Inspector Anderson has demonstrated outstanding dedication, service and commitment during her career with the Queensland Police Service, (QPS). She has served in many varied areas across Queensland as a uniformed and plain clothes officer, including service in remote areas, often as the only female officer in challenging areas investigating criminal and child safety matters.

She holds numerous academic qualifications including a BA Criminology and Criminal Justice, a Diploma in Public Safety, a number of certificates in workplace training and occupational health and safety, and is currently completing a Masters of Leadership and Management through Charles Sturt University.

She continues to perform a voluntary role as an Honorary Aide de-Camp to the Governor of Queensland, a role in which she excels. She also continues a life-long commitment to Girl Guiding, performing many leadership and training roles across Australia. Her commitment to community engagement has been rewarded through the receipt of many community awards through the Australia Day awards scheme and by Girl Guides Australia.

Detective Inspector Anderson is recognised for her leadership and operational ability as a member of QPS and for her commitment to the community of Queensland through strong and ongoing community engagement.

Queensland (continued)

Superintendent Dale Jennifer FRIEBERG

Superintendent Frieberg has demonstrated outstanding dedication and commitment during her career with the Queensland Police Service, (QPS). She has displayed exceptional leadership, innovation and adaptability throughout her career, and has worked tirelessly in committing herself to the implementation of positive organisational change, developing and mentoring junior officers, and fostering future focused collaborative relationships.

She has served the State of Queensland with integrity and distinction. Her professionalism, strategic thinking and ability to rapidly understand her community have seen her excel in various roles including as the QPS Ministerial Liaison Officer and Aide de Camp to the Governor of Queensland.

Professional enthusiasm, innovative and adaptive thinking, and an unshakable commitment to the Queensland community has seen her progress to the position of Operational Commander, Forensic Services Group, leading over 500 officers in the specialist forensic fields. She continues to develop professionally, currently undertaking a Masters in Leadership and Management.

Superintendent Frieberg's commitment to her fellow officers has seen her elected the current President of the Commissioned Officer's Union. Acknowledged as a role model for many, her professional and personal qualities reflect the high standards expected of officers within the QPS.

AUSTRALIAN POLICE MEDAL (APM)

Senior Sergeant Renee Leigh HANRAHAN

Senior Sergeant Hanrahan is recognised for her dedication to General Duties policing with the Queensland Police Service, (QPS), and for her success and effectiveness in working in partnership with community groups to achieve positive outcomes. She is a capable leader who has displayed commitment, skill and excellence in working with our community.

She has served with distinction in a range of police appointments during her career. Her professionalism, expertise, and leadership in the role as Officer in Charge at Mount Isa has earned her the respect of her peers and the support of the community.

She has been instrumental in breaking down barriers between police and local Indigenous communities both in Queensland, and as part of a multidisciplinary team of officers deployed to perform duty in the Northern Territory. She has been actively engaged in Problem Oriented Policing Programs which have contributed to quality outcomes both for the community and the QPS. She has made significant improvements to policing strategies and has sought to enhance service delivery based, among other policing priorities, on community needs and expectations.

Senior Sergeant Hanrahan has demonstrated outstanding dedication and commitment during her career with the QPS.

Queensland (continued)

Inspector Lee David JEFFRIES

Inspector Jeffries is involved in several community based organisations including as the current police representative on the Moreton Ethnic Advisory Group which is committed to promoting police and ethnic community initiatives.

He is also an active member of the Moreton Bay North Youth Reference Group and St Michaels Church. He was recently involved in the '*It's your choice program*' which was awarded a QPS Innovation Award for Excellence.

He has a strong legal background and was a Police Prosecutor and lecturer at the QPS Academy for many years prior to his commission as Inspector. He has been described as a gifted prosecutor with a sharp intellect. Additionally he has undertaken several corporate roles throughout his career including as the Staff Officer to the Assistant Commissioner Metropolitan North Region.

Inspector Jeffries is regarded by his colleagues and members of the community as an officer with the highest of integrity. His leadership, community involvement, and professionalism are qualities that reflect the high standards expected of an officer of the QPS.

AUSTRALIAN POLICE MEDAL (APM)

Detective Senior Sergeant Richard Brent LACEY

Detective Senior Sergeant Lacey is recognised for his dedication and leadership in criminal investigations. The vast majority of his 34-year career with the Queensland Police Service, (QPS), has been dedicated to investigating and solving serious crime, and leading multi-disciplinary teams of detectives across the South Brisbane District. He has also made a significant contribution as a practitioner and trainer in the field of police negotiations.

He is a highly-respected officer who stands as a role model for junior and senior investigators and has consistently demonstrated exceptional leadership skills in the field of criminal investigation. He has been recognised throughout his career for his ability to utilise his communication skills to find the truth of a matter while interviewing offenders, witnesses and victims. As a result, many difficult and complex investigations have been resolved that would otherwise have not been but for his ability to develop and build relationships, and show empathy with offenders, witnesses and victims.

Additionally, he has been a generous mentor throughout his career, passing on his skills to junior investigators and coaching and supporting staff in this demanding and specialised field.

Detective Senior Sergeant Lacey has demonstrated outstanding commitment and dedication to the community of Queensland during his career with the QPS.

Queensland (continued)

Detective Superintendent Brian Laurence SWAN

Detective Superintendent Swan is currently stationed as the Regional Crime Coordinator for the Southern Police Region with the Queensland Police Service, (QPS), and he oversees investigations for an area covering three times the size of Victoria, including the major population centres of Ipswich, Moreton and South West Queensland.

He is an experienced and talented investigator with several years' investigative experience working on the Gold Coast and Logan. He has been involved in many high-profile investigations, including several murder investigations, and the highly publicised shooting offence involving outlaw motorcycle gang members at the Robina Township on the Gold Coast in 2012.

He has been recognised for his work with the Queensland Homicide Victims Support Group, and the National Motor Vehicle Theft Reduction Council.

Detective Superintendent Swan is one of the QPS's highest ranking detectives and is highly regarded for his professionalism, investigative skill and integrity. His qualities reflect the high standards expected of an officer of the QPS.

AUSTRALIAN POLICE MEDAL (APM)

Superintendent Ronald VAN SAANE

Superintendent Van Saane has clearly demonstrated his outstanding dedication and commitment to regional and remote policing, leadership and operational policing practice which culminated in his appointment as District Officer in command of the Capricornia Police District with the Queensland Police Service, (QPS). Communities throughout Queensland where he has served include Cunnamulla, Bedourie, Charleville, Bundaberg, Murgon, Longreach, Toowoomba, Gympie and Rockhampton.

He is widely known for his down to earth communication style and dedication to his staff. His enthusiasm for policing has been noted throughout his long career and that enthusiasm remains after over thirty five years of service to the Queensland community. He is actively involved in many community safety initiatives most notably his commitment to the reduction of Domestic and Family Violence.

He is a valued member of the senior management team in the Central Region, and has used his skills, knowledge and leadership in relieving appointments as Assistant Commissioner.

Superintendent Van Saane is recognised for his leadership, commitment to improving public safety in regional and remote communities across Queensland, and to the residents of, and visitors to, the Capricornia Police District.

Queensland (continued)

Detective Superintendent Jon Harold WACKER

Detective Superintendent Wacker has demonstrated outstanding dedication and commitment during his career with the Queensland Police Service, (QPS). He is recognised for his leadership and commitment to improving organisational capability and efficiencies, particularly in the area of Criminal Investigations. He has displayed commitment to being an effective leader, assisting career development of staff, and encouraging innovation in investigative practices.

He has served with distinction in a range of policing appointments throughout his career. His professionalism, expertise and leadership, particularly in the roles of Regional Crime Coordinator and Operations Coordinator, have earned the respect of his peers and the support of his staff. He is recognised for his commitment to the investigation of serious and organised crimes committed against the community.

He is the Chair of the State Crime Command Mental Health initiative, *'Don't keep it under your hat'* Luncheon, promoting mental health and wellbeing for the QPS whilst raising money for charities such as Helping Hands.

In 2015 he was appointed a *'Champion for Leadership and Inclusion'* for State Crime Command, a role he still continues today.

Detective Superintendent Wacker is acknowledged as a leader who consistently builds organisational capability and capacity within areas under his control. He has a focus on the welfare of people in the community but most evidently within the QPS. He has performed with distinction and commitment to duty, particularly in the field of investigations.

AUSTRALIAN POLICE MEDAL (APM)

Western Australia

Sergeant Kaylene Joy ADAMSON

Sergeant Adamson commenced with the Western Australia Police Force, (WAPF) in 1982 and graduated as a Police Officer in 1984. She has served in both metropolitan and country police stations, and later became an integral part in major event coordination for the metropolitan area. She was promoted to Sergeant in 2013 and is currently the Staff Officer to the Major Crime Division.

In 2006 she obtained a position in the Major Events Coordination Unit and her responsibilities included assisting in the planning and coordination of police officers for major events such as New Year's Eve, Australia Day, and specialist events including the Red Bull Air Race and Rally Australia, both major Perth tourist attractions.

During 2012 and 2013 she was directly involved in assisting in the management and coordination of the Australia Day 'Skyworks' celebrations which involved the deployment of approximately 900 police officers around the Perth foreshore. As the WAPF representative she provided key stakeholders with timely and accurate advice, utilising her exemplary communication skills.

Her many years of experience in the specialised area of Events and Emergency Coordination is exemplary and is highly regarded by internal and external stakeholders. Her contribution has been pivotal to the success of numerous events over many years including the Commonwealth Heads of Government Meeting.

Sergeant Adamson's contribution over a number of years in the Major Events area has brought great credit upon the WAPF.

AUSTRALIAN POLICE MEDAL (APM)

Western Australia (continued)

Superintendent Peter Geoffrey HATCH

Superintendent Hatch commenced his career with the Western Australia Police Force (WAPF) in 1986 and for 32 years has provided significant service in a range of metropolitan, regional and specialist positions. He was promoted through the ranks to Senior Sergeant in 2002, Inspector in 2005, and Superintendent in 2012. He is currently the District Superintendent in charge of the Central Metropolitan District leading and overseeing 9 police stations, detective offices and support areas within the District.

In 2013 he was in charge of leading the South West District through a period of significant change and reform. He led a restructure of three policing streams within the District that resulted in a significant reduction in crime, reduced investigations and improved response quality.

Also in 2013-2014 he oversaw the largest controlled drug operation in Regional Western Australia culminating in the charging of 53 offenders with numerous drug, firearm and criminal offences, and the seizures of money and assets. Between 2013 and 2016 he delivered operational successes including oversight and management of Operation Targus, (unlawful tree logging protests), Operation Mollusc, (the WA Government's shark mitigation policy), and he led a review of the WAPF response to annual school leaver events in the District.

As the District Emergency Management Committee (DEMC) chairperson, he continually ensured a high level of emergency response and recovery preparedness to both internal and external stakeholders. He provided effective management and leadership during a number of significant bushfires within his District, including the 2015 O'Sullivan and 2016 Waroona-Yarloop fires. In addition, he delivered a high level emergency management response to the discovery in the Australind estuary of 3 kg of explosives.

Superintendent Hatch also contributes to a number of community and professional associations, positively representing the WAPF.

AUSTRALIAN POLICE MEDAL (APM)

Western Australia (continued)

Superintendent Dene John LEEKONG

Superintendent Leekong joined the Western Australia Police Force, (WAPF), in 1986 and has served in metropolitan and regional locations, in both general duties and detectives offices. He was promoted to Sergeant in 1998, to Senior Sergeant in 2004, to the Commissioned Officer rank of Inspector in 2005, and to Detective Superintendent in 2008.

From 1998 to 2001 he served at the Bureau of Criminal Intelligence before transferring as OIC of Kununurra Detectives where he was instrumental in the initial major operation to investigate child abuse in isolated communities. In 2004 he transferred to Goldfields Esperance Incident Management Unit where he managed the district's reported incidents.

During this time he introduced '*Maximising IMS*', a state wide Case Management initiative which overhauled the way the WAPF used the Incident Management System to manage and collate information. This created a standard across the agency and improved the quality of reports and provided a consistent platform.

In 2008 as Detective Superintendent of the Great Southern District he was successful in decreasing road fatalities and crime. He also implemented a new strategy to streamline evacuations in emergency situations in rural areas which was introduced State-wide.

He then transferred to Serious and Organised Crime Division in 2012 as Divisional Superintendent and in 2013 he initiated research of data captured during admissions to Emergency Departments and Police Custodial Lock-ups of individuals reported to be under the influence of methamphetamine. He later submitted detailed submissions to government introducing and expanding the '*WA Police Methamphetamine Enforcement Action Plan*', resulting in increased funding to aid the WAPF in combating meth.

Throughout his 31 year career Superintendent Leekong has shown immense dedication to the community of Western Australia and provided a significant contribution to the WAPF.

AUSTRALIAN POLICE MEDAL (APM)

Western Australia (continued)

Senior Sergeant Geoffery James REGAN

Senior Sergeant Regan joined the Western Australia Police Force, (WAPF), in October 1992. He was promoted to the rank of Sergeant in 2004 and to the rank of Senior Sergeant in April 2013. His career has seen him serve at a number of metropolitan and country locations including Licensing Enforcement Division, Management Audit Unit. Later he served as the Officer in Charge of Licensing Services (Firearms), and more recently as the Senior Equity and Diversity Recruitment Coordinator.

In 1999 whilst stationed at Moora Police Station, he was involved in the recovery efforts after devastating floods and assisted in rebuilding the community. While stationed at Armadale Police Station he targeted the problem of anti-social behaviour of local youths impacting on the community.

In 2013 while at Licensing Services he was responsible for overseeing compliance of firearm applications and processes. He facilitated high-level discussions with internal and external stakeholders, Customs and Border Protection, Australian Federal Police and the WA Law Reform Commission to develop and implement legislation to enhance firearms licencing, and reduce criminality in firearms possession and trafficking.

He has actively promoted the Western Australia Police Force as a career choice for young Indigenous persons and he has mentored many officers throughout his career and is genuinely passionate and motivated to develop diversity within the organisation. He is held in high regard by his peers and is an inspirational role model for Indigenous members of the WAPF.

Senior Sergeant Regan is an exemplary role model for Indigenous officers as well as the Aboriginal community and he is an outstanding example of how a police officer can positively influence the community.

AUSTRALIAN POLICE MEDAL (APM)

South Australia

Senior Constable First Class Mark John CARROLL

Senior Constable First Class Carroll joined South Australia Police, (SAPOL) in 1985 and initially served in operational metropolitan and regional postings, including the Vice and Gaming Task Force, before a period in Adelaide CIB. In 1997 he commenced full time with the Police Association of South Australia (PASA) as PASA Organiser and then as Assistant Secretary, before being elected to his current position of President in 2008. He was Vice-President of the Police Federation of Australia from 2011-2014 before serving as President from 2014.

His understanding of, and influence over, key industrial issues central to the welfare of members is reflected by his significant role in numerous Enterprise Bargaining Agreements between 1995 and 2016. He has helped deliver benefits for SAPOL employees such as equipment resourcing, remunerations and allowances, enhanced workplace conditions, superannuation and workers compensation.

He has been active in workplace relations, particularly those associated with disciplinary matters. His involvement and leadership in the broader policing environment in issues regarding legal/justice reform and social policy has also been exemplary. He has driven initiatives to enhance the wellbeing of police officers and their families and has delivered key parliamentary submissions on numerous policing topics.

Senior Constable First Class Carroll has established an impeccable reputation for his professionalism and capability within the policing and government environment, legal fraternity and the community. His commitment to achieving quality outcomes for SAPOL members will benefit SAPOL and the community well into the future.

AUSTRALIAN POLICE MEDAL (APM)

South Australia (continued)

Detective Senior Sergeant John GARDE

Detective Senior Sergeant Garde has served South Australia Police (SAPOL) since 1984. Promoted to Detective Sergeant in 2000 and Detective Senior Sergeant in 2008, his career has almost exclusively involved criminal investigations in Local Service Areas, and specialist crime branches including Drug and Organised Crime and Major Crime. Since 2008 he has been Officer in Charge of the Technical Support Section within the Investigation Support Branch.

He has continually demonstrated outstanding innovation in the development and application of best practices and processes managing covert investigation assets in support of serious and organised criminal investigations.

He is regularly sought for advice and direction on investigational opportunities, both internally and from partner agencies, and is regarded as a subject expert due to his superior technical and legal knowledge. He has represented SAPOL on national working parties offering opportunities, advice and recommendations towards enhancing SAPOL's specialist investigation capacity and interagency interoperability.

Additionally he has provided oversight of the establishment of a purpose-built base for Investigation Support assets, as well as the development of a covert operations room to enhance the management of covert sections operating in support of major investigations. The facility has provided significant benefits in terms of officer safety, evidence collection and command structure.

Detective Senior Sergeant Garde's leadership, management, and total dedication have been key factors in achieving successful outcomes against serious organised crime offenders in South Australia.

AUSTRALIAN POLICE MEDAL (APM)

South Australia (continued)

Sergeant Taryn TREVILION

Sergeant Trevelion joined South Australia Police (SAPOL) in 1992. After graduating she was predominantly a general duties patrol officer within the northern suburbs before becoming a general duties supervisor in May 2005. In April 2012 she moved into her current role as supervisor of the Salisbury Neighbourhood Policing Team (NPT).

She possesses a natural ability to encourage and motivate others to achieve their best while actively creating a positive team culture focused on working together and delivering quality service. This is exemplified in her current role where she has effectively balanced reactive and proactive policing requirements by providing a visible and accessible team that is responsive to local concerns while maintaining a focus on reducing crime.

As the Salisbury NPT supervisor she has developed an extensive network of internal and external stakeholders with whom she regularly maintains contact, effectively communicating with them to develop and enhance strategic alliances and resolve operational issues that may arise, and that may have a direct impact on the LSA's service delivery. This is particularly evident with the rapport and strong working relationships she has established with culturally diverse community groups, particularly with people from Bhutan.

Sergeant Trevelion has established an extremely high level of trust within these communities with members having sought her assistance and support to deal with sensitive matters such as mental health and domestic abuse. She also regularly attends and speaks at cultural and community events as a representative of SAPOL.

AUSTRALIAN POLICE MEDAL (APM)

Tasmania

Inspector Fiona Catherine LIEUTIER

Inspector was appointed to Tasmania Police, (TASPOL) in 1985 and, following graduation from the Tasmania Police Academy, commenced duty on the Hobart Watch as a Constable in 1985. She was confirmed as a Constable in 1987 and to the rank of Sergeant in 1997. She undertook the Inspectors' Course in 1999 and was promoted to the rank of Inspector of Police in 2002.

She has worked in diverse areas of policing throughout her career including uniform, criminal investigation, drug investigations, intelligence, and internal investigations as well as the Divisional Inspector at Glenorchy and St Helens. As the Inspector responsible for Firearms and State Community Policing Services she led a range of stakeholder engagement initiatives to enhance TASPOL relationships with, and response to, culturally and linguistically diverse as well as with LGBTI communities.

She is currently the Project Manager for the Emergency Services Computer Aided Dispatch Project (ESCAD) and her negotiation, problem-solving and leadership skills have been critical to the successful delivery of ESCAD for use across a range of agencies including the Tasmania Fire Service, Ambulance Tasmania, the State Emergency Service, and TASPOL.

In 2014, whilst deployed to the Police Operations Centre, she was a key member of the planning team responsible for security arrangements associated with the state visit of the Chinese President and First Lady to Hobart and southern Tasmania. She has been active nationally and within Tasmania in mentoring and furthering opportunities for women in policing as the Tasmania Police representative and former Chair of the Commissioners' Australasian Women in Policing Advisory Committee.

Inspector Lieutier has served the people of Tasmania with distinction as a member of TASPOL for 33 years and, in that time, has developed enduring partnerships and strategies to reduce crime and improve the safety of the community.

AUSTRALIAN POLICE MEDAL (APM)

Northern Territory

Commander Michael John WHITE

Commander White commenced his career with the Northern Territory Police Force, (NTPF), in 1984 and during over 30 years of service he has performed duties across the Northern Territory including in at Batchelor, Nhulunbuy, Katherine, Jabiru, Darwin and, for the last 13 years, in the Southern Region. He has also completed a two year secondment as the Executive Director, Service Delivery Central Australia for the Department of Housing in the Southern Region.

He is a designated Detective and an experienced investigator who has performed investigation duties across a number of units including the Major Crime Unit, Katherine CIB and Southern Investigations. In particular, he has provided oversight of the investigation of serious and complex criminal matters as a Detective Senior Sergeant and Detective Superintendent.

He has extensive experience and understanding of the issues facing the Alice Springs community. He is well regarded within the wider Northern Territory community, and has recently demonstrated his capability through leading the development and implementation of '*Operation Shulton*' an extremely successful initiative to partner with key agencies (both NTG and NGO) for a collaborative approach to managing social order in Alice Springs over the 2017/2018 Christmas and New Year period.

He has demonstrated his commitment to serving the Northern Territory community through his preparedness to work in remote and regional communities and is held in high regard across all locations that he has served.

Commander White has diligently and ethically served the Northern Territory community for many years and he continues to uphold the high values of the NTPFES.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

New South Wales

Mr Geoffrey Kenneth ANDREW, Burra NSW 2620

Mr Andrew joined the Burra Rural Fire Brigade of the New South Wales Rural Fire Service (NSWRFS) in 1976 and has remained an active member of the brigade. He has held various positions within the Brigade and, from 1996, he has held the positions of Group Captain and Deputy Group Captain. During this time, he has demonstrated leadership across the Zone during firefighting operations, training, support for administration of Brigades, and asset maintenance.

He has attended many incidents during his firefighting career that have included local, state and interstate events where he has led strike teams. In his role as an air observer, he has spent many hours in-flight providing fire intelligence to station operations and the local fire control centres.

He has also provided guidance and mentoring to crew leaders and other local members of the NSWRFS and has taken a particular interest in chainsaw and driver training, and regularly providing Bush Fire and Advanced Firefighter training to members.

As a Group Captain, Mr Andrew has been a long-term member of the local senior management team, providing advice on local management issues. He has also given valuable input and advice to the Rural Fire Service as a member of the State Consultative Committee on engineering matters. Additionally he has served on the Rural Fire Service Association and worked tirelessly for volunteers.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

New South Wales (continued)

Mr David John GILL, Wagga Wagga NSW 2650

Mr Gill joined Fire and Rescue NSW in 1991 and has provided dedicated service to the people of New South Wales for more than 27 years. He was promoted to Deputy Captain in 2005 and also was appointed to the position of Engine Keeper of 472 Station Turvey Park in 2005.

He has been stationed at Turvey Park for most of his career, serving as Firefighter, Engine Keeper and Deputy Captain. While providing dedicated service to the community of Wagga Wagga, he has gained wide operational experience within Fire and Rescue NSW.

He has displayed competent and capable leadership throughout his time with Fire and Rescue NSW to ensure that incidents are responded to and managed in the safest possible and most effective manner. He maintains appliances and works closely with the fire station management team to provide resources and firefighters for any type of incident, while developing future Fire and Rescue leaders through mentoring and being a positive role model.

He is well known for his diligence and safety consciousness at all times. He constantly monitors conditions to ensure that firefighters are working in the safest possible environment, and he is keenly aware of their welfare both during and post incident. He has delivered fire awareness training to his community to improve their safety and to make them more aware of the role and services provided by Fire and Rescue NSW.

Mr Gill's professional attitude is reflected in the way in which he is regarded by his crew, other Officers, firefighters and by other emergency service personnel in the Wagga Wagga region.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

New South Wales (continued)

Mr Martin Fennessy HARRISON, Coonamble NSW 2829

Mr Harrison joined the Coonamble Headquarters Brigade of the New South Wales Rural Fire Service (NSWRFS) in 1996 and served as Deputy Captain from 2009 to 2013. In August 2013 he was elected as Senior Deputy Captain, his current rank. He has also held a number of roles with the Coonamble Headquarter Brigade, including as Training Officer and Equipment Officer.

He is a current member of the North West Zone District Training Team and regularly assists with the organisation and conduct of training courses for the Zone. In 2015 he was presented with a Long Service Medal for his Service to the Coonamble Headquarters Brigade. He has regularly participated in out of area deployments including Coonabarabran, flood assistance at Moree, Lithgow, Forbes, Molong, Lismore, Victoria and Tasmania.

His contribution has included assisting with the annual Roads and Maritime Service appliance inspections for the Coonamble Shire. He also assists the Fire Control Centre staff with the annual stock take, participates with any clean-ups, and with the organisation and running of Zone exercises.

Mr Harrison's dedication and level of commitment to his local community reflects the values and standards of the NSWRFS.

Mr Gregory Alan INGERSOLE OAM, Eglinton NSW 2795

Mr Ingersole joined the Eglinton Brigade of the NSW Rural Fire Service (NSWRFS) in 1977 and quickly went on to obtain numerous qualifications and roles including Group Officer, Chainsaw Operator, Instructor/Assessor and Fire Investigator. He also held the position of Senior Deputy Captain for many years and is currently the training and equipment officer within the Eglinton Brigade. Over his forty years with the NSWRFS he has attended numerous local and out of area incidents

He has spent numerous hours restoring a 1920's Dennis fire engine which now holds pride of place at the Eglinton Station and is used at many community events around Bathurst and surrounding districts. Along with training, he is a strong advocate for educating the community on how to protect their properties. He attends many community events and has designed and built the Chifley Community Engagement trailer and other displays.

He has also built a hot fire trailer, the first of its kind in NSW, and which continues to be used on a regular basis for training purposes. He was the founding member of the Chifley Cadet Program and the then Bathurst Regional Training Committee and is currently the Chair of the combined Chifley/Lithgow Training Committee.

Mr Ingersole is a well-respected member of Chifley/Lithgow and is held in high regard by both volunteers and staff across the District. There are a large majority of volunteers in the area that can accredit their training in firefighting to him and can attest to the guidance and support he has given them throughout their NSWRFS careers.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

New South Wales (continued)

Mr Shane David KEARNEY, Kelso NSW 2795

Mr Kearney is a retained firefighter with 29 years of service with Fire and Rescue NSW. Throughout his career he has played a critical role in developing and maintaining the capability of the Kelso Fire Brigade. He has led the Kelso fire brigade into the modern-day emergency services era of providing timely response to structure fires, bushfires, storm and tempest disasters, hazardous materials incidents, motor and vehicle accidents.

He continually goes above and beyond the call of duty, providing the 24 hours a day 7 day a week, 52 weeks of the year emergency fire and rescue response to the Kelso district and the surrounding communities. He has done this as a secondary role to his primary employment and family responsibilities.

He has also played a leadership role in promoting firefighters to partake in Firefighter Championships where firefighters are able to hone their skills, enhance team work, build comradery, promote community safety, recruit Retained Firefighters and enhance Retained Firefighter capability across the State.

Mr Kearney has provided tireless and selfless service to the community of Kelso in the provision of emergency service response to all types of emergency incidents and his commitment is commendable.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

New South Wales (continued)

Mr Neale Bensley MUTTON, Bolwarra NSW 2320

Mr Mutton has provided distinguished service to the NSW Rural Fire Service (NSWRFS) for over 40 years. He joined the Bolwarra-Largs brigade as a volunteer fire fighter in 1977 and between June 1982 and June 1994 he held the position of Captain. He has also held the positions of Deputy Captain, Permit Officer and Brigade Training Officer.

In 1995 he undertook the position of Honorary Deputy Fire Control Officer for the Maitland Fire Control Centre and held this position until 2001, and then continued in the same role in a temporary capacity until 2003. In 2003 he was elected as Deputy Group Captain, before being subsequently elected as Group Captain in 2004, a position he still holds in the Lower Hunter Zone.

His experience and calm manner on the fire ground have seen him lead strike teams from the Lower Hunter area across many areas of the state. This has included, the Putty Fires in 1994, through to S44 fires in Penrith in 2001. He recently led strike teams to assist the community of Lismore following severe floods in the region.

Within the Lower Hunter Zone he has been the divisional commander for many S44 fires including the 2001 Cessnock Fires, the 2002 Alcan (Cessnock-Kurri Kurri) fires, the 2016 Lone Pine Fire and more recently the 2017 Richmond Vale fire. While Group Captain he has proactively engaged in mentoring and training of other group officers and brigade leaders in the Hunter area.

Mr Mutton's peers and colleagues in the lower Hunter Zone hold him in high regard, respecting his knowledge, expertise and commitment to the NSWRFS.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

New South Wales (continued)

Mr Gregory Patrick RANKIN, Gymea NSW 2227

Mr Rankin joined the then NSW Fire Brigades (NSWFB) in 1987 commencing his career as a firefighter at the City of Sydney fire station where his enthusiasm and drive was recognised early and he developed training and education sessions for all firefighters on shift. He later moved to the Education and Training Directorate where he applied his experience and passion for helping others to formal training courses. He currently holds the rank of Superintendent and the position of Capability Manager Incident Management.

For the past 8 years he has been dedicated to the specialist field of Incident Management. His knowledge and experience in emergency operations underpins his drive to support others to achieve operational excellence in this field. He has researched worldwide best practice in Incident Management and has been instrumental in developing Fire and Rescue NSW's (FRNSW) systems and training. The systems and training he developed have been implemented across the organisation and enhance the safety of firefighters and the public, as well as positioning FRNSW as a leader in emergency incident safety.

He has improved the safety of fellow firefighters by leading the writing of Standard Operational Guidelines for Incident Management and Safety and he continues to work tirelessly in the development of FRNSW information technologies that support incident Management and Safety at operational events.

Mr Rankin has also developed professional relationships with the NSW Police Force, Ambulance Service of NSW, NSW Rural Fire Service and NSW State Emergency Service through his roles on many working groups and committees. His skills and professional approach are valued through his contribution to the Australasian Fire Authorities Council, where his work on revising the Australasian Inter-Service Incident Management System has ensured the safety of personnel from all agencies as well as the development of community safety initiatives.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

New South Wales (continued)

Mr Eric Herbert SHANKS, Dubbo NSW 2830

Mr Shanks joined the Terramungamine Brigade in 1965 when it was still part of the Bushfire Service under the auspice of Talbragar Shire Council (now Dubbo Regional Council). During his period of service with the brigade he has been extremely active serving in many positions including as Captain, Deputy Captain, Permit Officer and President. He held the position of Captain for over 24 years and in 2009 was elected Group Captain a position he still holds today.

He is a very experienced firefighter having managed many major incidents. One of the more notable incidents was the Goonoo S44 Fire in 2007 lasting for 10 days where more than 16,000ha of National Park were destroyed. He very successfully commanded a sector where his superior knowledge, strategies, and command and control were evident.

He is a member of the Senior Management Team and provides valuable input on management and development across the team. He is well respected by volunteers and members of the community and is a person who the volunteers are willing to follow and seek advice from.

Mr Shanks is a great example to volunteers, providing a positive influence to all and after more than 50 years service continues to be a very active member of the NSW Rural Fire Service.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

New South Wales (continued)

Mr Peter Francis SHEARER, NSW

Mr Shearer has been a volunteer of the NSW Rural Fire Service (NSWRFS) for over 49 years, joining the Wilton Brigade in 1968. He has held various leadership positions within the brigade including as Deputy Captain, Senior Deputy Captain and Captain as well as attaining his Group Leader qualification. He has served as a Divisional Commander and Sector Leader in many local campaign fires since the 1970's as well as attending Section 44 fires in the Blue Mountains, Macarthur and Illawarra areas.

He has also served on the local district advisory committees including the Group Officer Election committee, Health and Safety committee and the District Training Committee. He actively assists the District with local hazard reductions either leading his crew, acting as a Safety Officer, Prescribed Burn Supervisor, or as Incident Controller.

He has held the position of Equipment Officer for over 40 years and has been instrumental in obtaining new equipment for the brigade. This includes raising funds, donating his time, equipment and materials for the site preparation and erection of the new brigade station in 1992 to 1993, the extension added in 2004, and the newest addition in 2016 to 2017.

As a brigade training officer he has mentored and encouraged local youth to become brigade members and has actively encouraged and promoted female participation in the Wilton Brigade since the 1980's. He has been a champion of women's involvement in the brigade including the Wollondilly District and has promoted their leadership qualities whether as an operational firefighter or in an administrative role.

Mr Shearer is held in high esteem by the local community members and is always available to advise and discuss concerns with local property owners and managers regarding fire protection. His detailed knowledge of the local area is invaluable to the brigade and he has championed his Brigade's involvement in liaison work with schools, day care centres and community organisations.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

New South Wales (continued)

Mr Wayne Ronald YOUNG, Forresters Beach NSW 2260

Mr Young has been employed by Fire and Rescue NSW for over 31 years and during that time he has demonstrated excellence in his dedication to his profession, support to his staff and service to the community through a wide range of positions and stations within NSW.

He has shown exemplary leadership of his staff and commendable management of emergency incidents both small and large. He has been at the fore front of large scale emergencies and their management, which has been recognised with a Unit Commendation of Meritorious Service for his actions at the 1997 Thredbo landslide, and a Unit Commendation of Meritorious Service for his actions at the Newcastle and Central Coast Storm responses in 2007.

He has also donated considerable time serving as a volunteer peer on Fire and Rescue NSW's Critical Incident Peer Support Team giving up countless hours assisting firefighters who have witnessed distressing incidents in the course of their duties.

Mr Young also holds a position on the Firefighter's Relief and Welfare Board which supports employees financially during times of hardship. His service to the community of New South Wales has been outstanding, particularly in relation to his support for fellow firefighters suffering hardship, depression and post traumatic stress disorders.

Victoria

Mr Ronald Neil BEER, Yea Vic 3717

Mr Beer has provided 40 years of selfless and exceptional service to the Country Fire Authority (CFA) in Victoria. He has been dedicated to improving the safety of communities within the Murrindindi Shire and across the state. He has worked tirelessly and proudly as a volunteer, to protect the community from the consequences of fires and other emergencies.

He has been recognised by the Chief Officer as an exceptional operational commander, and Incident Manager, through his endorsement as a Level 3 Incident Controller. Locally, he is held in the highest regard by his peers. He inspires the confidence and trust in those he leads to achieve outstanding results, even during the darkest times.

Mr Beer has made a distinguished and exceptional contribution to the benefit of the Country Fire Authority and the safety of all Victorians that few can match.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Victoria (continued)

Mr Mark Anthony GILMORE, Kingower Vic 3517

Mr Gilmore is an officer with prolonged and extensive firefighting experience that includes service as a volunteer member. He has provided 40 years of service to the Country Fire Authority (CFA) and Forest Fire Management (FFM) in Victoria. He has brought significant knowledge of bush firefighting and forest management to the CFA, and has applied this to achieve significant change in the content and format of training modules and assessment formats.

He performed the role of divisional supervisor at the 2008 Californian fires during a 40 day operational tour. He has distinguished himself locally through his work in the development of strong relationships with partner agencies and improving interoperability, particularly in the field of fire investigation. A committed mediator, and crusader for inclusion, he is able to relate to a broad range of people making him a great ambassador for CFA at the international, national, state, regional and local levels.

He has also distinguished himself as an exceptional leader during challenging times such as occurred on Black Saturday, 2009. His approach on this day was critical to establishing control around the chaotic events in Bendigo.

Mr Gilmore is highly respected by his peers, colleagues and associates. Additionally he is a mentor to many, providing encouraging feedback and direction at all levels and his is distinguished by his contributions to inter agency relationships and to fire investigation in Victoria.

Mr Alan Francis HODGKIN, Bayswater Vic 3153

Mr Hodgkin has provided 50 years of dedicated and outstanding service to the Country Fire Authority (CFA) in Victoria as a volunteer and a career staff member. He enjoys a level of respect and admiration by his peers that few get to receive.

His achievements are distinguished through his remarkable contributions to the training and development of members, particularly in the fields of leadership and driver training. His efforts have helped to shape the organisation into what it is today.

His commitment to embrace and encourage volunteers epitomises the model approach that all CFA career staff aim to provide. He has approached every task duty thing he has done, for both his local brigade and the community with dedication and determination.

The CFA and the broader community has benefitted greatly from Mr Hodgkin's service.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Victoria (continued)

Mr David Peter LANYON, St Arnaud Vic 3478

Mr Lanyon has served with Forest Fire Management Victoria for over 45 years. He commenced his career at Dartmour in south west Victoria in 1973 before moving to St Arnaud to take up the Forest Fire Operations role, which is his current position.

A highly-experienced fire ground leader with extensive knowledge of fire behaviour in all fuel types and terrain he also possesses strong leadership skills. In 1998 and 1999 he was one of the first group of Forest Fire Management Victoria staff to be assessed as a level three operations officer.

He has filled fire ground and incident management team operations officer roles at multiple events, including numerous deployments in the Victorian 2002-03, 2006-07 and 2009 fire seasons. His outstanding operational and leadership skills also saw him selected as part of the first Australian and New Zealand deployment to the United States.

During his career he has made a significant contribution to fire training in the operations section, including conducting the first general fire fighter training camp in the Loddon Mallee Region where skills, experience and teamwork were developed. These training camps have provided the foundation model for those now held annually across the Victoria.

Not only held in the highest regard by his Forest Fire Management Victoria colleagues, Mr Lanyon is also a greatly respected member of local St Arnaud emergency services agencies and of the wider community, to which he has committed a lifetime of unstinting service.

Mr Damien Phillip O'CONNOR, Wonthaggi Vic 3995

Mr O'Connor has provided 33 years of dedicated volunteer service to the Country Fire Authority (CFA) in Victoria and to the communities of the Shire of Bass Coast. Throughout his service he has distinguished himself from other members through his leadership and commitment.

He goes out of his way to share his knowledge and skills in order to develop existing and future crew leaders, and Brigade Officers, as well as members of partner agencies. His personal contribution is credited with having generated significant improvement in the management of fires and incidents and the safety of members.

He has a reputation for driving continuous improvement and positive change. His dedication and in depth knowledge have encouraged the Bass Coast brigades to be proactive and innovative with initiatives including the acquisition of an All-Terrain Vehicle to provide transport for crew and equipment to otherwise inaccessible areas.

Mr O'Connor has given prolonged and distinguished service to CFA, and to his local community, that has made a significant difference to the safety of the community.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Victoria (continued)

Ms Bridget Ruth RYAN, Smythesdale Vic 3351

Ms Ryan has served with distinction during her 35 years of active service in both the forest firefighting service and the Country Fire Authority (CFA) in Victoria. She has provided outstanding leadership to CFA's Forest Industry Brigades and to the plantation industry. She has earned the respect of her peers and has established herself as a role model to other women firefighters.

Her Green Triangle Fire Cooperative Project was an initiative to improve the efficiency and effectiveness of fire suppression, detection and prevention activities within the Green Triangle, (south-west Victoria and south-eastern South Australia), by getting twelve competing forest grower companies to implement an agreement to work cooperatively and adopt common operating procedures. This was an exceptional outcome.

Communities in both Victoria and South Australia are the ultimate beneficiaries of this nationally significant enhancement to cross-border and inter-company fire management arrangements through improvements to their overall fire safety.

Ms Ryan has made an exceptional contribution to the safety of communities in two states through establishment of a nationally significant and proven model for fire management in a complex operating environment involving multiple large stakeholders.

Queensland

Mr Donald Philip BALDWIN, Thangool Qld 4715

For over 50 years, Mr Baldwin has served the Thangool and surrounding Callide Valley community as a firefighter with Queensland Fire and Emergency Services (QFES). He is currently the Captain of the Thangool Auxiliary Fire Station as well as the First Officer in the Thangool Rural Fire Brigade.

His exceptional leadership and commitment across the areas of prevention, preparedness, response and recovery has been proven through his involvement with mitigation activities, the delivery of fire education to children and seniors, operational readiness in ensuring resources are appropriately placed throughout the district, and his work assisting the community to recovery after devastating floods.

He has been influential in providing avenues for local youth to participate in the community by implementing the (now) Emergency Services Cadet program at the Thangool Fire Station.

Mr Baldwin is held in the highest regard by his fellow firefighters and community members, for his passion and contribution to the QFES and his efforts embody the One QFES philosophy.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Queensland (continued)

Mr Leslie Norman GREEN, Kairi Qld 4872

Mr Green is a founding member of the Tinaroo Rural Fire Brigade of Queensland Fire and Emergency Services (QFES) and is currently the First Officer.

He is an integral member of the community, and has been instrumental in the development of operations and capability within the Tinaroo Brigade, resulting in an effective, reliable and highly proficient team. As the Community Disaster Coordinator for his local area he actively contributes to prevention, preparedness, response and recovery through exercises and real response operations, as well as carrying out community engagement initiatives to build resilience within the community.

Mr Green's dedication and service goes well beyond what is expected of a volunteer, and he is held in the highest regard by the community and his fellow volunteers for his unwavering commitment to service delivery and to the people in the far northern region of Queensland.

Ms Kaye Michelle HEALING, Ipswich Qld 4305

Inspector Healing has shown leadership, care and devotion to volunteers for over 20 years and is valued across the Queensland Rural Fire Service, and the wider community, for her contribution to the support and development of the rural fire workforce.

Her passion for regional preparedness and operational excellence has reconnected brigades to their communities, and helped those communities to build resilience from disasters.

She has been instrumental in broadening the Fire Warden network throughout South East Queensland and has been a key advocate of this important community based service, developing policy and procedures, resources and training programs to ensure the continued education and control in the use of fire as a land management tool.

Inspector Healing's unwavering dedication to the South East Region Rural Fire Service is immeasurable and has definitely been the cornerstone of her success.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Queensland (continued)

Mr Alan Edward RICHARDS, Springbrook Qld 4213

Mr Richards has dedicated over 20 years' of service to the Queensland Rural Fire Service. In this time, he has undertaken many roles within his Brigade and with the Gold Coast Rural Fire Brigade Group.

He has been instrumental in the development of the operational capability of volunteers, and has significantly contributed to improving training outcomes. His innovative approach has increased the capability of brigades to manage large scale fires in the Gold Coast region and earned him a well-deserved reputation as a highly respected trainer.

Mr Richard's commitment, dedication and passion to volunteer training has laid an excellent foundation for the future operational capability of the Rural Fire Service in the South East Region of Queensland.

Mr David John WOODS, Wurtulla Qld 4575

Mr Woods has been recognised for his exceptional dedication and commitment to the enhancement of technical rescue capabilities within Queensland Fire and Emergency Services (QFES). He has made significant contributions to the Australasian Road Crash Rescue Challenges thereby exemplifying his extraordinary commitment to operational excellence and the enhancement of knowledge and skills.

His extensive knowledge of technical rescue disciplines, advocacy for continual improvement, and passion for supporting his fellow technical rescue operators, has afforded him the reputation of a highly skilled, dedicated and selfless individual.

Mr Woods is a role model for new firefighters and consistently exercises integrity and diligence above and beyond expectation across QFES.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Western Australia

Mr Robert Beverley COOK, St James WA 6102

Mr Cook joined the Western Australian Fire Brigades Board, (now the Department of Fire and Emergency Services (DFES)) on January 7, 1966 as a probationary fire-fighter. He quickly earned himself the reputation of mentor and friend to junior firefighters, and was often spotted providing support and advice to new firefighters through his vast knowledge and experience.

He continued to actively fight fires as a Senior Firefighter in Perth before moving into the Education and Heritage Volunteer Fire and Emergency Services Brigade. Here he joined the Volunteer Fleet Restoration Team where he restores and manages the upkeep of the vintage firefighting fleet. His leadership skills and firefighting experience has resulted in his election as the unofficial leader of the volunteer group.

His passion for the WA Fire Service and the preservation of firefighting history has proved instrumental in the continuing popularity of the vintage firefighting fleet at community events and educating the public about firefighting history.

In addition, Mr Cook devotes significant time to educating the elderly on smoke alarms and other home safety principles. His tenacity, humility, selflessness and dedication to the people of Western Australia is something for all of us to aspire to.

Mr Cook has received a Commendation for Meritorious Service in 2004 for commitment and willingness for volunteer duties and community events, as well as a Jack Dennis award in 2017 for outstanding service to the United Fire Fighter Union.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Western Australia (continued)

Mr Ian Andrew JOSEPH, Australind WA 6233

Mr Joseph has served as a career Firefighter, Station Officer and Area Officer with the Western Australian Fire and Rescue Service within the Department of Fire and Emergency Services (DFES) for over 18 years. During this time, he has demonstrated an unparalleled level of expertise in the fields of structural firefighting, confined space rescue, vertical rescue, Urban Search and Rescue (USAR) and other technical rescue fields. He is seen within DFES as a subject matter expert in these technical and complex aspects of the firefighting profession.

He was instrumental in the re-establishment of a vertical rescue training program across the department from 2013 to 2017 and has overseen the training of nearly 100 career firefighters, Police and St John Ambulance personnel. In addition, he has assisted with the development of a senior assessor within the State Emergency Service (SES). He has been influential in the modernisation of vertical rescue equipment, and the re-introduction of an appropriate vertical rescue appliance at the Perth Fire Station.

Additionally he was involved in the development of USAR capability, which has deployed in response to various state, national and international incidents including the Queensland floods and the Christchurch earthquake both in 2011. He has enhanced the rescue capabilities of DFES and in turn contributed to the safety of the people of Western Australian, and Australia.

Throughout his career he has served as both Incident Controller and Operations Officer at hundreds of fire and rescue incidents across Western Australia. His ability to rapidly assess an incident scene, develop plans, and then communicate these to all on-scene personnel has saved the lives of many people and prevented millions of dollars in property damage.

Mr Joseph is very well respected across all areas of fire and rescue, and sets himself exceptionally high standards across everything he does. In

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Western Australia (continued)

Mr Francis PRATT, Kingsley WA 6026

Mr Pratt joined the Western Australian Fire Brigades Board (now the Department of Fire and Emergency Services (DFES)) as a probationary firefighter in February 1951. It was the beginning of a life time of service to the community that continues to this day.

During his career he served at a number of fire stations across the Perth metropolitan area, responding to hundreds of fires and a number of dangerous rescues. He was promoted through the ranks to District Officer. It was in this position that he earned the reputation as a subject matter expert and his knowledge and experience in fighting fires in multiple storey buildings in the Perth CBD enhanced both building and life safety across Western Australia.

For a number of years he has been a volunteer with the Volunteer Fleet Restoration Team, part of the DFES Education and Heritage Centre. He has lovingly restored Western Australia's vintage firefighting fleet, helping to bring dozens of pumpers back to their former working glory- a physically demanding job. He also drives these vehicles to hundreds of community events in Perth every year.

Mr Pratt is the embodiment of what it means to work in Fire and Emergency Services and his commitment, sacrifice and passion for helping others has made Western Australia a safer place.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

South Australia

Mr Desmond John FORD, Care Gully SA 5144

Mr Ford commenced his career in fire management in South Australia with the East Torrens Council. In this role he was committed to improving fire suppression practices, plant and equipment and access to the wider area within and outside of the Council boundaries. He was then appointed appointed Fire Prevention Officer, a position he held for 13 years and is currently a Group Officer and has been for 17 years.

As Fire Prevention Officer he drove the program to improve and implement the replacement of the fledgling fire appliance fleet, developed a maintenance program for the appliances, and urged the Council to commit land and build fire stations within the Council area. Recognised for his passion for the job he was also appointed as the Council representative on the Disaster Planning Committee.

During the Ash Wednesday fires Carey Gully Country Fire Service (SACFS) lost their fire appliance and he worked tirelessly on fund raising ideas to help raise money to replace the appliance. Over a 10 year period his contribution and help assisted in raising over \$40,000 that was used directly for SACFS equipment.

He has provided excellent service in a range of roles including as the Group Officers' representative on the State Operations Management Committee; as Chairman of the Region 1 Group Officers' Committee and as Chairman of Region 1 Bushfire Prevention Committee. He is currently a member of the Region 1 Operations committee

Over dozens of state-wide and interstate deployments Mr Ford has displayed strong leadership, has mentored countless numbers of Strike Team Leaders, and has delivered distinguished service to the SACFS. He has also been a volunteer with the SACFS for 50 years.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

South Australia (continued)

Mr Robert Glenn SANDFORD, Fairview Park SA 5126

Mr Sandford started his emergency services career in 1982 as a volunteer at Tea Tree Gully Country Fire Service. In 1991 he took on the role with the South Australian Country Fire Service (SACFS) as a fire spotter in the fire tower of the Adelaide Hills, before moving to a permanent role in the State Operations Centre. Over the ensuing 27 years he has worked across the breadth of the SACFS organisation, rising to the rank of Assistant Chief Officer. During this time he has maintained his roles in volunteer brigades as he has moved throughout the state.

He has been an integral driver of the national fire and emergency services agenda through his involvement in a number of national committees such as the Rural and Land Management Group. He has also worked tirelessly in strengthening national and state relationships in the fields of fire prediction, weather forecasting, and the production of the Southern Australia Seasonal Bushfire Outlook. His work in this field has ensured that South Australia is well prepared for each fire season and that strong relationships exist with the Bureau of Meteorology and other key partner agencies. Additionally he has delivered many years of exceptional service through training of volunteers and community representatives.

Mr Sandford has demonstrated outstanding leadership in the development of others across the organisation and continues to foster the long term aims of the SACFS for the benefit of the community of South Australia.

Australian Capital Territory

Mr Kevin Clarence JEFFERY, ACT

Mr Jeffery joined the ACT Rural Fire Service (ACTRFS) in 1985 and has been a member of the Southern Districts Brigade since that time. For over 30 years, he has provided the ACT community with distinguished and sustained service. He held the position of Deputy Captain of the Southern Districts Brigade between 1990 and 2015.

With three generations of his family involved in bush firefighting he has continued a long history of community service to the southern regions of the ACT. This service is characterised by his commitment to serve his rural fire service career with the Southern Districts Brigade, a testament to his distinguished service to the village of Tharwa, the wider Namadji National Park and broader ACT southern region.

He was a member of the ACT Bushfire Council from 1993 to 2017 and held the appointment of Chairperson from 2013 until 2017. During his tenure, the Bushfire Council worked collaboratively and progressively with the ACT Rural Fire Service and the Emergency Services Agency to enhance bushfire management, standards and prevention.

Mr Jeffery is a volunteer who presents as an example of how an individual can make a difference to the management of what is a very dangerous natural hazard. His support of the ACT Rural Fire Service, and his selfless service to the ACT community, are exemplary.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Wayne Stanley SHAW, Crace ACT 2911

Mr Shaw joined the ACT Fire Brigade in 1987 and, after graduating from Recruit College, commenced his career in firefighting operations. He was promoted to the rank of Station Officer in 1997 where, in addition to undertaking front-line, operational duties at a fire station, he served in ACT Fire and Rescue's fire safety section.

Following his promotion to Commander in 2003, he worked in a variety of key roles, including managing the ACT Fire and Rescue's Communication Centre, human resource management and rostering. Commander Shaw was also a senior member of ACT Fire and Rescue task forces during a number of interstate deployments to major emergencies, including the Thredbo Landslide in 1997, the Sydney hail storm recovery operation in 1999, and the Hazelwood Coal Mine fire in 2014.

For the past five years he has been a valued member of the Community Safety Team and has represented ACT Fire and Rescue on the multi-agency ACT Hoarding Case Management Group, providing technical expertise to this group in relation to fire safety hazards. He has also developed highly effective working relationships with the owners and operators of all the major recycling facilities across the ACT, developing practical guidelines to increase the manner in which they safely manage their stockpiles.

Mr Shaw has dedicated over 30 years to improving the safety of the citizens of Canberra.

Northern Territory

Mr David Gordon LINES, Palmerston NT 0830

Mr Lines Joined the Northern Territory Fire Rescue Service (NTFRS) on 1998 and on completion of his recruit training was assigned to Territory Operations. Prior to joining NTFRS he was a Corporal with the Australian Army between 1990 and 1997.

He has served across all Darwin fire stations and has taken several secondments within the Capability Development Command and the Training and Development Command, where he was instrumental in the development and delivery of Urban Search and Rescue (USAR), Confined Space and Vertical Rescue, and the delivery of training to Firefighter Recruits.

As a result of his dedication he represented Australia at the annual International Search and Rescue Advisory Group meeting in Mumbai, India. He has also received numerous certificates of appreciation for his cross jurisdictional training and a Chief Minister's Award for Outstanding and Meritorious Service in this discipline.

He was a key member of the NTFRS review into the hazardous material (HAZMAT) response, which led to substantial change to overall capability, capacity and response, and greatly improved the safety of firefighters when attending chemical incidents. He has also been an active member of the United Voice Firefighters Union for a considerable part of his 20 years service. He is able to communicate effectively at all levels within the organisation, and externally with government and nongovernment agencies.

Throughout his career Mr Lines has continually strived to achieve the highest standards and maintain the strongest traditions of the NTFRS.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

AMBULANCE SERVICE MEDAL (ASM)

New South Wales

Ms Sharon Lee WHITE, Valla Beach NSW 2448

Ms White has excelled as a leader, mentor, counsellor, and clinical specialist for call takers/dispatchers, Volunteer and Community First Responders (VCFRs), paramedics, extended care paramedics, and intensive care paramedics over the past 31 years with NSW Ambulance. Her diverse employment history demonstrates intensive metropolitan and rural clinical and educational experience.

She is a leading authority on flexible delivery of education in clinical practice in all realms of ambulance, and has developed new educational governance structures for educators. She has advanced distance education and flexible education methodologies for paramedics and VCFRs including the expansion of regional training packages.

She has extensive experience in debriefing paramedics post critical incidents and has utilised this knowledge to develop and create a debriefing model used in simulation practice.

Additionally she has excelled in curriculum development, in particular her work on projects such as mandatory training for paramedics, the initiative of *'Between the Flags'* study guide for paramedics, and as team leader for the *'Certificate to Practice'* curriculum. She developed the educators' guide to the delivery of mandatory training, including student workbook development.

Ms White's dedication to providing excellence in care is commensurate with the vision and core values of NSW Ambulance.

Queensland

Mr Gavin John FULLER, Kenmore Qld 4069

Mr Fuller commenced his operational career with the Queensland Ambulance Service (QAS) on 14 February 2000 as an Honorary Ambulance Officer at Ipswich until his appointment as a Paramedic at Ipswich on 24 September 2001.

During his career with the QAS he has undertaken a variety of operational roles including as Paramedic; Officer-in-Charge; Operations Supervisor; as well as his current role as a Senior Operations Supervisor.

Mr Fuller is an integral part of the Gold Coast supervisory team. He has consistently demonstrated his continued dedication and commitment by providing significant contributions to, not only the day to day frontline operations, but also to the many large scale special events held on the Gold Coast, including Schoolies and the Gold Coast 600.

AMBULANCE SERVICE MEDAL (ASM)

Queensland (continued)

Mrs Lillian Sue SPENCER, Kirkwood Qld 4680

Ms Spencer commenced her operational career with the Queensland Ambulance Service (QAS) on 6 November 1995 as an Ambulance Officer at Spring Hill until her appointment as a Paramedic at Deception Bay on 21 June 1999. During her career with the QAS she has undertaken supervisory and managerial positions within operations, including as Officer-in-Charge (OIC) and Executive Manager Operations.

In her current role as the OIC, Gladstone Ambulance Station, Central Queensland Local Ambulance Service Network (LASN) she continues to provide frontline service delivery to the local community.

Her team at the Gladstone Ambulance Station continually meets operational performance targets set both at the LASN and State levels in terms of patient care, drug compliance, client services and QAS Service Delivery Statement targets. Her Critical Care Paramedic qualifications assist her to provide exceptional frontline clinical patient care education and leadership to her team.

During the flood event in March and April 2017 following Tropical Cyclone Debbie, Ms Spencer was an integral part of the LASN Ambulance Coordination Centre Disaster Management team, ensuring QAS service delivery to patients throughout the flood event.

Mrs Rebecca Jane TAYLOR, Upper Kedron Qld 4055

Ms Taylor commenced her operational career with the Queensland Ambulance Service (QAS) on 15 September 2003 as a Student Paramedic at Southport, until her appointment as a Paramedic at Brisbane on 30 October 2006.

During her career with the QAS she has undertaken a variety of roles in education and frontline service delivery, including as Officer-in-Charge, Regional Ambulance Educator, Clinical Support Officer and Acting Senior Clinical Educator.

In her current role as Manager, Clinical Education she has led her team to achieve outstanding results for the completion of frontline officer training programs within timeframes, which contributes directly to improved patient outcomes.

As the QAS representative on the Queensland Health Women's Network Steering Committee her direct involvement on this Committee aims to embed inclusion and diversity for women in the QAS.

Ms Taylor has also successfully coordinated the QAS Women's Network Balance Workshop, which focuses on work-life balance for frontline officers and the pressures faced by operational women in the QAS workforce.

AMBULANCE SERVICE MEDAL (ASM)

Queensland (continued)

Mr John Camillo TESORIERO, Terranora NSW 2486

Mr Tesoriero commenced his operational career with the Queensland Ambulance Transport Brigade on 21 April 1978 as an Honorary Ambulance Officer at Beenleigh until his appointment as a Driver Bearer on 17 July 1978.

During his career with the Queensland Ambulance Service (QAS) he has undertaken a variety of roles in frontline service delivery including as Sector Coordinator; Area Manager; Assistant Commissioner; Manager Operations Centre and Area Director Gold Coast.

In his current role as the Manager of the South East Queensland Patient Transport Service Mr Tesoriero consistently demonstrates his continued dedication to the provision of a high level patient transport service, and his commitment to the ongoing comfort and safety of all patients in his care.

South Australia

Mr Ian Leslie PAY, Koolunga SA 5464

Mr Pay has been a volunteer with the South Australian Ambulance Service (SAAS) for 11 years and is currently the Volunteer Team Leader at Snowtown. He has displayed exceptional leadership and dedication as a mentor by encouraging and training team members to improve their skills.

He is a Peer Support Officer within the SAAS EAP Program and as a Peer Support Officer facilitates Stress Management Workshops with the SAAS Mental Health Professionals across the State in a voluntary capacity and is responsible for in excess of 20 SAAS stations both Volunteer and Career.

He is also a Community Responder and responds to towns up to 30 kilometres from his home address attending as a first responder to patients. His dedication is further enhanced by his commitment to ensuring that the community is served by the best possible level of pre-hospital care available by essentially being available 24 hours 7 days a week.

In addition he also facilitates the SAAS's 30 minute Hero CPR program for the community, local sports clubs and the local primary school and provides assistance to the local primary school at sports days, and to the school staff in matters of pre-hospital care for students.

He was the inaugural organiser of the 2017 Anzac Day service held in Koolunga, and he also led the Anzac Day Service. As a result of community support for the service it is now to be held on an annual basis.

Mr Pay is an outstanding role model who works to ensure that his community is serviced by the best possible level of pre-hospital care available and who has demonstrated his commitment to the SAAS, and to the community as a whole.

AMBULANCE SERVICE MEDAL (ASM)

South Australia (continued)

Mrs Leonie Robyn WILTON, Grange SA 5022

Ms Wilton has been a dedicated and committed staff member of the South Australian Ambulance Service (SAAS) for over 30 years. She commenced her career at SAAS in 1988 and served as a Communications Officer in 1992. She was a peer support officer for SA Combined Emergency Services CISM Unit and began her Intensive Care Paramedic (ICP) Course in 1995. She served with the Special Operations Team in 1996, was the ICP course mentor/coordinator from 1998, was appointed as Clinical Team Leader in June 2000, and worked with the bicycle response unit from 2011.

She has always maintained a high standard of clinical practice and knowledge. As the East B Area Clinical Team Leader (ACTL) since 2007 she has showcased this commitment to her staff, and supported them to achieve her standard of care. As a Clinical Support Officer (CSO) from 2017 she has translated this commitment to excellence into the educational setting by developing, delivering and evaluating significant clinical changes in the ICP and Paramedic framework.

A recent example of her work has been the development of the Asthma Guideline and associated requirements for new equipment and pharmacology. She worked closely with the Chief Medical Officer to develop a suitable guideline and then ensured the complex new equipment, (syringe drivers), and treatment regime, were introduced appropriately. These guidelines and equipment are now being utilised state-wide, ensuring delivery of contemporary, evidence based interventions and improving outcomes for all residents of South Australia.

Her dedication to improve patient safety is shown by her commitment in leading clinical development and she has been a mentor and educator to her staff and has supported the operational context by participating in numerous recruitment campaigns.

Ms Wilton embodies the SAAS's values of patient first and she is recognised as an outstanding clinician and mentor. .

AMBULANCE SERVICE MEDAL (ASM)

Australian Capital Territory

Mr James Gerard ARNEMAN, Murrumbateman NSW 2582

Mr Arneman commenced his career with the ACT Ambulance Service in 2011 after serving 22 years as a paramedic with the Ambulance Service in New South Wales. During his time with the ACT Ambulance Service he has served in a range of roles both as an Ambulance Paramedic and as an Intensive Care Paramedic.

Most recently he undertook the role of a Project Officer responsible for leading a major cultural and organisational reform program for ACT Ambulance Service. Since 2015 he has distinguished himself through the manner in which he has developed, delivered and embodied this reform project - 'Blueprint for Change'.

In developing the project he utilised his experience as an Intensive Care Paramedic to underpin a first principles review of a number of cultural and behavioural reviews. This analysis was further supported and informed by workshops and focus groups across the Ambulance Service. His practical and clinical acumen as a Paramedic enabled him to accurately develop evidence based Recommendations Papers that laid the foundation for the project.

He subsequently developed and implemented an instructor led program to increase the capacity of all ACT Ambulance Service staff to better communicate with each other. This program was enhanced by his professional insight gained as a frontline paramedic. Throughout this time he has continued to maintain his clinical skills through undertaking shifts as a member of emergency crews and then utilising these opportunities as a means to benchmark the effectiveness of the Blueprint for Change products.

Mr Arneman has demonstrated skill, experience and passion in delivering cultural reform within the ACT Ambulance Service and also to improve health service delivery to the people of the ACT.

EMERGENCY SERVICES MEDAL (ESM)

New South Wales

Mr Gordon Ryrie HILL AFSM, Cobar NSW 2835

Mr Hill joined the NSW State Emergency Service, (NSWSES), in 1977 in Urbenville. Over the next few years he undertook a significant amount of training, qualifying as a Rescue Operator in 1978. He was appointed as Chainsaw Instructor in 1985 and also as a Rescue Instructor.

He is also endorsed to train and assess Disaster Rescue, Storm Damage Operations, Map Reading Instruction Techniques, Senior Rescue Instructor, Induction, First Aid and Road Crash Rescue.

He joined the Cobar Unit in 1992 and quickly became recognised as a Rescuer, Trainer and Assessor of exceptional skill and capability. He became the SES Local Controller of the Cobar Unit in 2012, serving in that role until August 2017. He remains as a dedicated and highly skilled member of the Cobar Unit.

He is also passionate about peer support and has a long history of service in that field.

Mr Hill epitomises all that is great about service to his community and agency, exemplified by over 40 years of commitment to the people of New South Wales.

Mr Michael Francis KELLY, NSW

Mr Kelly has been actively involved with Marine Rescue Batemans Bay, and its predecessor The Royal Volunteer Coastal Patrol, for 20 years. He has progressed through the ranks of both organisations to become an active and competent Marine Rescue Coxswain/Master, taking boats to sea on many hazardous rescues both in daylight and at night.

He has also been heavily involved in search and rescue activities. He has acted in the role of on-scene-Co-ordinator (OSC) on several occasions and has also enthusiastically embraced the role of Deputy Unit Commander.

As Unit Operations Manager he is responsible for the control, deployment, care and maintenance of the Unit's three rescue vessels. He played a part in the selection of the fleet for Batemans Bay.

He has made a wider contribution to training whereby he successfully completed training induction programs for surrounding Units within the region as Marine Rescue NSW progressed with its fleet modernisation program. Additionally his assistance to other volunteers with navigational training is legendary, and he continues to mentor and provide professional development to current Coxswains and Masters.

Mr Kelly's dedication to Marine Rescue New South Wales, and to the boating public, makes him a highly valued member of New South Wales emergency services.

EMERGENCY SERVICES MEDAL (ESM)

New South Wales (continued)

Mr Peter John MAY, Albion Park Rail NSW 2527

Mr May has been actively involved with Marine Rescue New South Wales at Shellharbour, and its predecessor, the Australian Volunteer Coast Guard Association, for over 24 years. As a Master Coxswain he is one of the Unit's more experienced rescue crew members, and he has taken part in numerous search and rescue operations over the years, often in extremely hazardous conditions, to return boaters at-risk to safety. He has saved many lives on water through his own operational skill and experience garnered from his long dedicated service.

His innovative approaches and operational experience has also seen him act as local On-Water Coordinator for several Sydney to Hobart Yacht Races.

He has made major contributions to training for the Unit, the wider Marine Rescue New South Wales organisation, and the boating community. He has represented the Shellharbour Unit at state and national levels on the Coast Guard National Training Review and Advisory Committee, contributing to the development of training modules, materials and procedures to ensure crews are skilled and equipped to the highest standards. He has been a senior trainer for all the Marine Rescue Units in the Illawarra region for many years.

As a Deputy Unit Commander, he also plays a vital role in the management of the Unit, and has built and maintained strong working relationships with a variety of stakeholders across the emergency services sector and the community of the Illawarra.

Mr May's dedication to Marine Rescue New South Wales, and to the boating public, makes him a highly valued member of New South Wales emergency services.

Victoria

Mr Sean Anthony WHELAN, Mount Martha Vic 3934

Mr Whelan has been a member of Volunteer Marine Rescue (VMR) at Mornington in Victoria for over 20 years.

He has consistently demonstrated outstanding leadership and contribution to the review, expansion, development, delivery and management of the volunteer marine rescue community and volunteers in Victoria.

He has held the role of Training Officer and has introduced innovative and interesting ways of presenting training to members. For many years he has worked tirelessly on the VMR Executive Committee.

During his time with VMR Mornington he has attended over six hundred marine rescues, mostly in extreme conditions, and has not 'stepped down' due to serious weather conditions. The safety of his crew and the people in distress has always been paramount for him.

There are many people who owe their lives to Mr Whelan's contribution to Volunteer Marine Rescue in Victoria.

EMERGENCY SERVICES MEDAL (ESM)

Queensland

Mr Terrence Arthur CHAPMAN, Marsden Qld 4132

Mr Chapman joined the Queensland State Emergency Service in 1974 and, for over 40 years, has been an outstanding and dedicated member of the organisation. He currently holds the position of Deputy Local Controller at the Logan SES Unit in the South East Region of the state.

His knowledge and expertise has been at the forefront of many critical incidents and deployments. His dedication and commitment to the safety of his community, and to his fellow SES members, has been most in evidence during his attendance at disaster events.

He has made significant contribution to the delivery of training within SES, in particular leading the establishment of the Logan Emergency Service Cadet program.

Mr Chapman is held in high esteem by his all his colleagues as a mentor and role model and he is a highly respected member of the Queensland State Emergency Service.

South Australia

Mr Mark Andrew HANSON, Hawthorn SA 5062

Mr Hanson's career in the South Australian public sector stretches back to 1973 and he has held a variety of roles including lengthy periods in the SA Department of Treasury and Finance and more recently with the SA Attorney-General's Department where he has worked across a variety of corporate and public safety roles.

Since 2000, he has been the Director Public Safety within the Attorney-General's Department where he has been responsible for the transfer and ongoing management of the South Australian Government Radio Network. His leadership and highly professional approach when dealing with the transfer has led to a smooth transition with no business interruption for client agencies or compromise to community safety.

In his current role he has also been responsible for managing the development and implementation of the South Australian Computer Aided Dispatch System. This system replaced a number of aged dispatch systems in use within the Ambulance Service, Police, Fire and Emergency Services. The implementation resulted in significant improvements to the efficiency and effectiveness of these critical systems for South Australia.

He is also responsible for managing the State Rescue Helicopter Service contracts, and is leading the state's input into national negotiations with regard to a proposed National Public Safety Broadband capability.

Mr Hanson is highly regarded within the emergency management sector, and is one of the State's champions for community safety outcomes.

EMERGENCY SERVICES MEDAL (ESM)

Australian Capital Territory

Mr Graeme John TONGE, Williamsdale NSW 2620

Mr Tonge has demonstrated an outstanding level of commitment, and made an invaluable contribution to the community, as a volunteer with the ACT State Emergency Service (ACTSES) for more than 50 years. He commenced his volunteer commitment when the service was known as Civil Defence, and has maintained active engagement throughout the evolving nature of the organisation through transition from Civil Defence, ACT Emergency Service to ACT State Emergency Service.

During his 50 years as an active volunteer he has directly contributed to the ongoing development of the ACTSES into the highly regarded organisation it is today. This service has been characterised by his participation in several key leadership and management appointments within the ACTSES, including as a Team Leader, a Unit Commander and as a Training Officer.

He has been involved in most of the major SES operations that have occurred in the ACT, including the 2003 Canberra fires and many of the SES Task Forces the ACT has contributed to during emergency events around Australia.

Of note is his role in reviewing and redesigning the ACTSES Driver Training Program where he undertook the training needs analysis that informed the redesign of the program to deliver better operational outcomes for ACTSES.

He has also been an advocate for all ACTSES volunteers through his participation as a Delegate with the ACT State Emergency Service Volunteers Association Inc. and he was a key contributor and delegate in the formation of the National SES Volunteers Association.

Mr Tonge has served the community of the Australian Capital Territory and the ACT State Emergency Service with distinction.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

New South Wales

Mr Steven John DAVIS,

Details not released at request of recipient.

Mr Barry Stephen GRICE,

Mr Grice has consistently demonstrated, throughout his career of over 22 years, the value of Community Corrections for the people of New South Wales. He has done this as a program facilitator, a Community Corrections Officer, a Unit Leader and as an Acting Manager.

Since 2008 he has been Unit Leader in the Mount Druitt Office of Corrective Services New South Wales (CSNSW). In this role he provides consistent support and leadership to staff to help offenders and in doing so making the community a safer place. As Unit Leader his role is frontline and he deals extensively on a day to day basis with offenders on a range of community based orders, including parole. He works diligently to maintain the quality of services delivered directly to offenders through face to face contact, and is required to be responsive to the crisis behaviours of offenders who attend the Mt Druitt office.

He is a committed mentor to his staff and works with them to build confidence, resilience and skill to meet the demands of their role. He consistently debriefs staff after incidents and takes a genuine interest in the self-care of his team.

He is very well respected by the Mt Druitt community for his efforts, and through the positive results obtained, to deliver appropriate to assist offenders. He strives to ensure that Community Corrections is considered a positive contributor to the community.

Mr Grice is one of the most respected individuals in Community Corrections and he is highly regarded by staff, offenders and community agencies. He consistently demonstrates CSNSW's values of service, trust, accountability, integrity and respect.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

New South Wales (continued)

Mr Mark Anthony SIMMONS,

Mr Simmons commenced employment with Corrective Services NSW (CSNSW) in 1992 as a Correctional Officer at Parramatta. Since that time has worked in a number of locations including at Parramatta Correctional Centre, John Morony Correctional Centre, Long Bay Correctional Centre, the Extreme High Security Unit (EHS), and Silverwater Security and Intelligence.

As a highly trained officer he has been intensively engaged in different emergency and first response units at Silverwater and Long Bay. He has shown continuous commitment to CSNSW through his trustworthy and professional nature. He is currently the Senior Correctional Officer at the Extreme High Security (EHS) Unit at Silverwater and has been performing in this role since 2009.

He has proven to be a dedicated leader of the EHS Unit showing outstanding professionalism. EHS is a highly specialised unit requiring constant vigilance and efficiency. As a senior officer he has significant experience in escorting and transporting extremely challenging, high-security inmates and he has been able to pass this experience on when training new recruits.

As part of his role, he liaises with internal and external stakeholders in disseminating important intelligence information and he has been able to conduct accurate security reviews of high risk inmates and he continues to focus on the cost-effectiveness of the EHS unit.

During his 25 years with CSNSW, Mr Simmons' career has been in keeping with the finest traditions of the department and he has demonstrated an exemplary level of care and commitment and is a true example of what it means to be a Correctional Officer.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

New South Wales (continued)

Mrs Emma SMITH

Ms Smith joined Corrective Services New South Wales (CSNSW) in 2000 as a trainee Correctional Officer. After training she was appointed to the role of Correctional Officer at the maximum security John Morony Correctional Centre, housing over 400 male inmates. In October 2001 she transferred to the Downing Centre Court Complex as a Correctional Officer.

Working in the Court Complex she was required to operate in a crowded and hostile environment with a high degree of confrontation due to many of the offenders being affected by, or withdrawing from, illicit substances and suffering mental health issues, and experiencing anxiety as a result of their pending court matters.

In 2004 she was promoted to the rank of Senior Correctional Officer at Oberon Correctional Centre, before later transferring to the Mid North Coast Correctional Centre. In that role she was part of the commissioning team for the new correctional centre housing over 650 male and female inmates of all security classifications.

In 2007 she was promoted to Chief Correctional Officer at the Wellington Correctional Centre working in the Intelligence Officer role and acting as a positive role model to junior staff.

In 2017 she was promoted to the frontline management role of Senior Assistant Superintendent at the Macquarie Rapid Build Correctional Centre. Through her leadership the Centre has successfully transitioned to operational status in a short period of time, which saw the inmate population increase to nearly full capacity, without serious incident.

Throughout her 17 year career with CSNSW Ms Smith has proven herself to be a dedicated officer who has consistently demonstrated professional and exemplary behaviour in difficult and confrontational workplaces.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Victoria

Ms Gaylene Maree CORAM

Ms Coram commenced her career in Corrections in Victoria in 1990 at the Metropolitan Reception Prison (part of the Pentridge Prison Complex) as a Prison Officer. She has committed her life to working for Corrections and is passionate about addressing offending behaviour in order to rehabilitate prisoners and reduce reoffending.

In 1995 she moved to Queensland Correctional Services as a Prison Officer before returning to Victoria in 1996 at the new Metropolitan Women's Correctional Centre - Victoria's first privately operated prison. As the Operations Manager she dealt with significant resource challenges before the State ultimately taking over control and operation of the facility in October 2000.

Throughout her 27 years of correctional service she has worked at complex 'front end' positions in maximum-security prisons including the Metropolitan Reception Prison, the Metropolitan Women's Correctional Centre, and for the past 17 years she has worked in a range of roles at one of Victoria's most challenging prisons, the Melbourne Assessment Prison (MAP).

It was at the MAP that she became one of the first Offender Management Supervisors appointed in Corrections Victoria. Later as MAP Operations Manager she has worked effectively to manage both the operations of the prison, and relationships with staff and prisoners, to ensure that the rehabilitation and reintegration needs of prisoners are met. She has also been instrumental in encouraging and influencing behavioural change amongst prisoners through ensuring their access to effective and appropriate case management support.

Ms Coram's commitment to Corrections in Victoria has been significant. She is highly respected by her colleagues, and her focus has always been on ensuring that offenders left the system better prepared to make positive changes to their behaviours.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Victoria (continued)

Ms Taryn Jane ESCREET

Ms Escreet has made a significant contribution to Corrections in Victoria for a period extending more than 15 years. She is recognised as an impeccable role model by her colleagues, and has proven to be a strong and professional leader. She has made notable contributions to the development and improvement of Prison Officer training and prison case management and, in more recent years, has demonstrated great leadership in the area of prisoner rehabilitation and reintegration into the community.

She works extraordinarily hard to get the best outcomes for the prisoners located at the Judy Lazarus Transition Centre and has a strong belief in the potential of people to change - and this shows through in the way in which she deals with prisoners, the passion with which she trains staff and conveys the power of staff to be instruments of change, and the inspiration that she provides her staff on a daily basis. Her staff are absolutely united in the approach that they take to guiding prisoners and assisting them to transition successfully into the community.

She has an enormous capacity to make concepts (and ways of working) easy to comprehend for staff. She has demonstrated a similar influence amongst her peers - notably prison General Managers - by encouraging them to adopt new ways of looking at problems and focussing them on what they might do to assist in the reintegration of offenders.

As a result of her rare combination of abilities Ms Escreet is very much in demand by other General Managers in Corrections Victoria when they are looking at system reforms. She is an invaluable resource as part of the change management process and getting staff on board with new ideas.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Victoria (continued)

Ms Sarah MILES

Ms Miles commenced with Corrections Victoria in 2006 as a Community Corrections Officer. In late 2007 she began specialising in the case management of serious sex offenders under post sentence orders.

Over the last ten years she has undertaken a number of positions in the Sex Offender Management Branch and was promoted to General Manager in 2014 and Assistant Director in 2017. During this time she has been instrumental in managing the growth of serious sex offenders on the post-sentence scheme, and the change in their profile to a more complex, violent cohort as the scheme expanded to include offenders against adult victims in 2009.

In the role of Assistant Director she is responsible for the delivery the scheme and, as of September 2017, 132 serious sex offenders were under supervision in the community on an order, and three offenders were on a detention order. The offenders are accommodated in three residential facilities, or in prison (for offenders placed on detention orders), or are supervised in the community. She regularly visits these facilities, meets with post-sentence serious sex offenders, and directs staff.

Additionally, she influences the reform direction of new governance and multi-agency arrangements, and the extension of the scheme to violent offenders in tandem with community and government expectations. Her understanding of this highly scrutinised scheme is tested in the Courts regularly where she is relied upon to provide evidence of the case management, treatment and conditions required to manage the risk of re offending.

Ms Miles has given distinguished service to Corrections Victoria, has been a frontline worker, and is committed to ensuring that community safety is paramount, while providing effective and humane management of, and improved outcomes for, serious sex offenders in Victoria.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Victoria (continued)

Mrs Donatella PALMA

Ms Palma's first role within Corrections Victoria was as a volunteer at the Northcote Community Correctional Centre in 1989. Her duties involved managing and overseeing offenders subject to reparation and low level risk orders. She demonstrated her commitment to outcomes for offenders providing empathy and seeking to link people into appropriate services whilst they were completing community work. She remained in this role until 1992 when she moved to Coburg/Broadmeadows Community Correctional Services (CCS) as a Community Corrections Officer and was later promoted to Senior Community Corrections Officer.

In 2000 she was again promoted to a Location Manager at Reservoir CCS where she currently serves. She has also been involved in a number of working and community groups including Risk Assessment and Management Panels (RAMPs). She has also been involved in local government crime prevention groups, Multiple and Complex Needs Initiative (MACNI) planning, Occupational Health and Safety, and regional business planning.

Her commitment to staff development and service provision to the community and offenders is unwavering. In addition to managing the Reservoir Justice Service Centre, she has also been responsible for the oversight and management of a small CCS team at the Neighbourhood Justice Centre in Collingwood, supporting therapeutic jurisprudence initiatives and community safety.

Ms Palma has maintained a high level of integrity, passion and work ethic throughout her career within Corrections in Victoria. She has been an exemplary role model to many staff throughout the years. She has ensured that offenders receive every opportunity to address their offending behaviour which has lasting benefits for the community of Victoria.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Victoria (continued)

Mr Russell Joseph REED

Mr Reed has worked for nearly 30 years in Corrections in Victoria commencing as a trainee prison officer at the Office of Corrections Staff Training College in 1990. After graduating he served at Pentridge Prison and then moving on to the Melbourne Remand Centre. In 1994 he transferred to Barwon Prison and worked in operational roles including as Prison Intelligence Officer and Fire Awareness Officer.

When the Victorian government took over responsibility for the Metropolitan Women's Correctional Centre, now known as the Dame Phyllis Frost Centre, in October 2000 his risk management skills were used to ensure the safe and secure operation of the prison.

In 2005 he established and managed the prison system's first High Security Escort Group which involved transporting a large number of prisoners who presented a significant risk to staff, other prisoners and to the community. These prisoners were prominent figures within the criminal hierarchy in Victoria. In that capacity he contributed to the implementation of new work practices and the development of policies for the management of high risk prisoners, and he led his team through some significant change management programs in this important area.

He subsequently became Operations Manager at Barwon Prison in 2005 and in 2007 played a vital role in overseeing the construction of the Melaleuca High Security Unit in 2007 at Barwon. It was the first high security unit to open in the state since 1990 and houses high security prisoners including those charged with terrorism offences.

Mr Reed's most recent achievement saw him play a crucial role in changes to the Grevillea Unit to accommodate Youth Justice clients within very short timeframes in order to effectively respond to accommodation and security pressures within the Youth Justice System.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Western Australia

Mr Trevor Thomas DEMMERY

Mr Demmery has been a Prison Support Officer with the Department of Corrective Services in Western Australia since 1999. He has fulfilled this role across many facilities, including at Hakea Prison, Wooroloo Prison Farm, Casuarina and most recently at Karnet Prison Farm.

Through his diverse roles he has gained a deeper knowledge of the Department's prison system and its processes. As an Indigenous man he also has an invaluable understanding of people, culture and community. He has achieved great success in managing peer support teams and assisting many prisoners in times of trouble.

He currently has a team of 13 peer support workers assisting with orientation and also with prisoners at risk. The team has also assisted in developing a system to aid prisoners in collecting and collating information for their parole report. Many of the prisoners have poor literacy and are in need of help with their parole information.

He also Trevor presides over the Suicide Prevention - Gatekeeper (GK) training. At its peak, approximately 100 prisoners at Karnet Prison Farm were trained in GK under his supervision, achieving a 100% success rate. Another of his achievements, and the GK program, was the inclusion of female prison officers from Boronia Pre Release Centre for Women. This was the first occasion the Department conducted combined male and female training.

Mr Demmery continues to devote much of his time to assisting and guiding troubled prisoners and brings great credit on himself and the Department of Corrective Services in Western Australia.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Western Australia (continued)

Ms Rhonda Lesley MACKAY

Ms Mackay joined the Western Australia Department of Justice in 2004 and her career in Corrections has seen her working across several positions with her currently serving as a Sheriff's Officer.

As a valued member of the Pilbara team she goes above and beyond her role as Sheriff Community Development Officer. Her experience as an Indigenous woman, and her vast knowledge of country and family connections with the Ngarluma/Yindjibarndi and Palyku/Jnyiyaparu people, significantly contributes to the cultural development and competency of Pilbara ACC staff.

Her ability to impart knowledge of country and family connections, associations and obligations equips the Department with better understanding of Indigenous culture. She regularly travels to the remote communities of Kunawarritji and Jigalong, Parnngurr, and Punmu, to assist community members.

Her relationship with Councils and communities allows the Department to work more effectively with offenders. She also provides training for field staff, community members and consultants in relation to Indigenous communities and juvenile justice initiatives. She contributes to the development and implementation of culturally appropriate programs for Indigenous offenders.

As part of her ongoing work with the Bloodwood Tree Association, she has worked diligently to support the '*Keys for Life*' program. This program provides workshops to assist participants in meeting their legislative requirements, and build the necessary skills to successfully obtain their Learner's Permit. The workshop is of particular benefit for those with English as a second language.

Ms Mackay's service has significantly enhanced the Department's ability to work respectfully and appropriately with Indigenous communities in Western Australia.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Western Australia (continued)

Mr Ross Owen STEVENS

Mr Stevens commenced as a Prison Officer with the Western Australian Department of Corrective Services at Fremantle Prison in August 1986. In 1989 he transferred to Canning Vale prison (now Hakea) as a Prison Officer and worked in this capacity throughout all of the prison units including acting in the Senior Officer role.

With the development of the new Hakea Orientation Centre, he was a driving force in the development of the prisoner orientation process and procedures. His work included developing tools to assist prisoners with low levels of literacy, and from culturally and linguistically diverse backgrounds.

He is known for his ability to ease the concerns of first time prisoners who are often in a high state of anxiety and has also developed a level of trust with fellow officers, which has contributed significantly to better relationships between prisoners and staff in the units.

In 2010 he was successful in obtaining training, and a subsequent secondment, to the Uniformed Cognitive Skills Brief Intervention (CBI) in a co-facilitator role. The CBI course is a precursor to the full clinically assessed '*Think First program*' delivered to sentenced prisoners. Originally developed for Sentenced prisoners the CBI program was recognised as also being valuable for remand prisoners. He took over facilitation of the program in 2010 and was instrumental in introducing CBI for protection prisoners. From 2012-2013 he was seconded to the role of Coordinator - Cognitive Skills.

Mr Stevens has trained and mentored a number of new CBI facilitators over the years and, to date, over 2000 prisoners have completed the program.

Northern Territory

Ms Louise Monica BLACKER

Ms Blacker commenced her career in custodial and community corrections operations in 1988. She became a probation and parole officer in 2004, and a senior probation and parole officer in 2007.

In 2008 she was appointed as the Coordinator of the Indigenous Family Violence Offender Program and was instrumental in forging closer bonds and relationships with Indigenous community members and Elders.

Since 2010, she has been the Manager of Community Corrections based in Alice Springs. This office provides offender services over an extremely large area of central Australia and she has been instrumental in the management of this office, and the offenders it supervises, including taking a hands on role in case management of community based offenders and forging a close relationship with the Alice Springs Correctional Centre.

Ms Blacker is a dedicated and committed officer who has developed, and maintains, mutually beneficial relationships with Indigenous communities, non-government organisations and regional groups. She is held in high regard by her colleagues and is dedicated to upholding the organisational values of correctional services in the Northern Territory.

AUSTRALIAN CORRECTIONS MEDAL (ACM)