

## **PUBLIC SERVICE MEDAL (PSM)**

### ***Federal***

#### **Mr Graham Roy ARCHER, ACT**

For outstanding public service through leadership to deliver nationally significant measures and reforms.

Mr Archer has led Services Australia's Information and Communications Technology (ICT) delivery efforts in the effective and efficient delivery of large scale ICT solutions for social security and welfare programs. Mr Archer led the rapid design, delivery and operation of the Economic Support Payment for income support recipients, an initiative that progressed from inception to the payment of \$1 billion in a period of five weeks.

Mr Archer's exceptional leadership in support of the Australian social security, welfare and aged care systems played a pivotal role in orchestrating complex ICT changes in support of a range of significant reforms. He provides expert, frank and fearless advice, grasps and assesses risk quickly and intuitively understands the implications of technical decisions on policy and service delivery implementation.

Mr Archer is an exemplary technology and public sector leader, demonstrating a willingness to take on responsibility and ownership of complex and high risk bodies of work. Mr Archer has shown perseverance, inspirational leadership and resilience to support the delivery of nationally significant ICT systems.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Amanda-Lee CHARLTON**, Braddon ACT 2612

For outstanding public service through leadership during the COVID-19 pandemic.

Ms Charlton was responsible for implementing the biosecurity legislative framework that was the first line of defence against COVID-19, restricting the entry of people who might bring the virus into Australia.

Working under extreme pressure, Ms Charlton collaborated with relevant areas across the government to develop policy options that could be implemented at the border under the Biosecurity Act 2015. These border measures were essential to Australia's response to the pandemic, restricting the spread of COVID-19 into Australia. These measures were highly effective in repressing the first wave of the virus. Coupled with domestic measures, the early border measures were a crucial aspect of Australia's initial protection.

Ms Charlton played a key role in ensuring that advice to government was underpinned by a public health rationale and was proportionate and responsive to public and political concerns. In rapidly changing circumstances as the pandemic unfolded, Ms Charlton continued to lead implementation of border health measures relating to international air and sea travel. This amounted to more than 70 COVID-19 related legislative changes between January 2020 and 2022.

Ms Charlton's calm, confident and consistent leadership under difficult circumstances was key to her ability to deliver, and continue to deliver. She went above and beyond what would normally be expected of an employee, and this never faltered even during the height of the pandemic.

Ms Charlton's relentless efforts and results contributed immensely to the national coordinated response to COVID-19 and to protecting the lives of Australians and Australia's border protection, including protecting Australia's economy through international trade routes.

**Ms Sarah Jane CHIDGEY**, ACT

For outstanding public service through policy development and law reform in integrity frameworks, criminal justice and national security.

Ms Chidgey was instrumental in strengthening Commonwealth integrity frameworks through her leadership of the National Anti-Corruption Commission Taskforce in 2022, including her personal contribution to the drafting of legislation to establish this new integrity body.

Ms Chidgey delivered two major tranches of organised crime legislation and finalised and secured Commonwealth, State and Territory agreement to the Commonwealth Organised Crime Strategic Framework and first National Organised Crime Response Plan.

Ms Chidgey's contribution to law reform and policy development in the Attorney-General's Department spans more than 20 years. She has provided outstanding support and expert advice to successive governments. She has led major reforms of Commonwealth laws relating to terrorism, espionage and foreign interference, and developed and implemented reforms to address national security risks to critical infrastructure including establishing a new multi-agency centre.

**Ms Greta Elizabeth DOHERTY**, Downer ACT 2602

## **PUBLIC SERVICE MEDAL (PSM)**

### For outstanding public service to women's safety policy and programs.

Ms Doherty has led the development and implementation of the new National Plan to End Violence against Women and Children that was launched by the Australian Government on 17 October 2022.

In 2021, Ms Doherty coordinated and delivered the National Summit on Women's Safety which brought together over 380 delegates from across the country in a virtual setting, where she expertly negotiated the drafting of Delegate Statement with a complex set of stakeholders. Under the National Plan, Ms Doherty oversaw the design and establishment of the National Domestic, Family and Sexual Violence Commission, which provides a nationally coordinated approach to evaluating government's efforts to deliver the National Plan.

Ms Doherty's advocacy extends beyond the Department of Social Services to the broader Australian Public Service. She is an active member of the Australian Public Service Pride Champions Network as well as Pride in Diversity's Ally Network, a group of senior executives from the public and private sectors who meet regularly to share best practice and promote LGBTIQ+ inclusion across Australian workplaces. She has championed the need for services and support for staff working on gendered violence by ensuring access to dedicated counselling, and through compassionate leadership.

Ms Doherty is an exceptional APS leader who consistently delivers outstanding results for the Australian community, with significant achievements with the innovation and leadership she has shown in working with the community to develop the National Plan.

### **Ms Justine Elizabeth GREIG, O'Connor ACT 2602**

#### For outstanding public service with the Department of Defence, and in senior policy roles.

Ms Greig has been responsible for steering the direction of Defence's people strategy, policy development and service delivery to deliver significant reforms which support the 100,000 strong Australian Defence Force and Australian (ADF) Public Service workforce. She was instrumental in leading the development and implementation of the Defence culture reform program, known as Pathway to Change 2017-22.

Ms Greig has been instrumental in addressing the treatment of women in the ADF through strategies to ensure women's safety and increasing the participation and advancement of women in Defence through targeted measures. Ms Greig has championed the enhanced collaboration between Defence and the Department of Veterans' Affairs (DVA), and leading the delivery of the Government's priority to better support veterans and their families. She has done this through structures and planned governance forums at a strategic level.

Ms Greig's commitment to the Australian public goes beyond her role in Defence, shown by her dedication to improving long-term employment outcomes for Indigenous personnel across Commonwealth agencies. Ms Greig's commitment to the improvement of human resource practices across the Australian Public Service is demonstrated through both her leadership of the Defence culture reform program, Pathway to Change and her sustained contribution to the Committee of Chief Operating Officers.

### **Ms Margaret Ann HAYES, Torrens ACT 2607**

## **PUBLIC SERVICE MEDAL (PSM)**

### For outstanding public service in providing culturally safe access to aged care for First Nations people.

Ms Hayes led the delivery of the Indigenous Employment Initiative, an aged care employment program supporting more than 80 organisations, mostly in remote areas, to train or employ Indigenous workers for non-clinical roles.

Ms Hayes developed the package of measures for First Nations aged care in response to recommendations of the Royal Commission into Aged Care Quality and Safety, gaining a substantial lift in funding for Indigenous aged care and has established for the first time a First Nations pathway to access culturally safe aged care.

Other achievements include establishing for the first time a First Nations pathway to access culturally safe aged care, leading the Trusted Indigenous Facilitators program from policy development to navigating a high-profile tender process and was instrumental in signing a national contract with the National Aboriginal Community Controlled Health Organisation, ensuring the needs of Indigenous Australians are prioritised.

Ms Hayes' contributions are an outstanding combination of collaboration with Indigenous community controlled organisations around policy and program innovation as well as tenacious hard work in articulating acceptable and practical resolutions to complex issues. Ms Hayes is held in the highest regard not just by her team, her branch and her peers, but by leaders across the Indigenous Health and aged care sector.

### **Mr Martin Thomas HEHIR, Greenleigh NSW 2620**

### For outstanding public service through commitment to stewardship and reform of national workplace relations and employment policy.

Mr Hehir has been instrumental in developing and delivering a number of significant workplace relations reforms, including the recent introduction of the Secure Jobs, Better Pay Bill 2022 into Parliament.

Mr Hehir led his team in identifying a suite of innovative workplace relations reforms in the lead up to the Jobs and Skills Summit, and negotiated extensively with stakeholders through tripartite processes to build support for and progress the government's reform package.

Mr Hehir has held deputy secretary positions in federal government and senior positions in ACT Government agencies. He is passionate about fairness and social justice, with a particular focus on gender equity and the perspectives of vulnerable cohorts. His advice to government and policy implementation has delivered significant practical benefits to all workers in Australia, particularly in terms of job security, safety at work (including psychosocial safety) and fair pay of entitlements.

Mr Hehir has demonstrated over his career outstanding service, leading multiple reforms that have demonstrated his policy skill and innovation that have delivered significant and lasting benefits, particularly to Australian's that would otherwise have been at risk of being left behind.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Dac Huan HO**, Calwell ACT 2905

For outstanding public service in providing data extraction for reporting during the COVID-19 pandemic.

With a public service career spanning almost 40 years, Mr Ho is the most experienced Structured Query Language (SQL) coder with the Medicare program.

In the past two years, Mr Ho has undertaken data extractions to identify recipients for Australian Government mail-outs in response to disasters, covering mental health, bushfire assistance, and COVID-19 responses. These have been at the direction of the Prime Minister, the Minister for Education, CEO of the National Mental Health Commission and the Minister for Health. The mail-outs resulted in more than 3 million Australians receiving a letter from the Australian Government advising them about services or assistance that was available to assist them get through the pandemic disaster.

Mr Ho's ability to code combined with almost 40 years of understanding the complex Medicare program, makes Mr Ho's skillset and level of understanding exceptional. He has dedicated the majority of his life to improving the health outcomes for millions of Australians. Throughout his 40 years of service, Mr Ho has displayed extraordinary knowledge, commitment and experience and demonstrated a level of dedication that is above and beyond the normal duties of a public service employee, notably during the COVID-19 pandemic.

## **PUBLIC SERVICE MEDAL (PSM)**

### **Ms Elspeth Sarah KAY, ACT**

For outstanding public service in response to the COVID-19 pandemic.

Ms Kay monitored the safety of COVID-19 vaccines and developed solutions to shortages of medicines triggered by the impact of the pandemic overseas. Her hard work and innovation during the pandemic has resulted in new, ongoing processes which directly improve health outcomes for Australians.

Ms Kay led a small team who analysed the adverse event data to identify safety signals. This was of critical importance in relation to the early detection and action by the Therapeutic Goods Administration (TGA) on the risk of thrombosis with thrombocytopenia syndrome (TTS) for the AstraZeneca vaccine. Ms Kay relayed the results urgently to the Australian Technical Advisory Group on Immunisation (ATAGI) and, working with international counterparts, initiated rapid action to prevent illness and save lives.

Ms Kay implemented a comprehensive weekly COVID-19 vaccine safety report providing information to the public on the safety and efficacy of vaccines. The reports were viewed almost 4.5 million times and used by media. This transparency gave Australians the confidence to make informed decisions about vaccines, which contributed to the high vaccination rates.

Ms Kay was instrumental in developing relationships with stakeholders to combat the shortages of medicinal supplies impacting Australians and strengthen channels to manage shortages of ICU medicines for ventilated COVID-19 patients. Australia would not have had the same response it had to the COVID-19 pandemic without Ms Kay's significant contribution, which resulted in well-managed medicine supplies for intensive care units, reporting on the safety of COVID-19 vaccines and developing solutions to shortages of medicines triggered by the pandemic.

### **Ms Gaye Sharon LALOR, Taroona TAS 7053**

For outstanding public service in visa program delivery and the COVID-19 travel exemption program.

Ms Lalor was a foundational and critical member of the leadership team who implemented the travel exemption program during the entirety of Australia's COVID-19 board restrictions.

Under Ms Lalor, a team of more than 100 officers were dedicated to the travel exemption processing effort, sustaining their efforts (including overtime and shift work) for more than two years until travel restrictions were wound back. Ms Lalor stands out for her proactive, sustained commitment over the full duration of travel restrictions, and the exemplary leadership she provided to both her team, and the broader network of staff from the Department of Home Affairs and the Australian Border Force.

The breadth of Ms Lalor's career has also developed her capacity to understand complex programs, to sensibly manage risks and overcome impediments to successful delivery. Ms Lalor's leadership and management skills and the nature of the delivered outcomes are a significant contribution, demonstrating commitment above and beyond.

## **PUBLIC SERVICE MEDAL (PSM)**

### **Ms Virginia LEITCH, ACT**

For outstanding public service in developing the business case for rehabilitation of the former Rum Jungle uranium mine.

Ms Leitch developed Rum Jungle's rehabilitation business case over 12 years of continuous public service spanning all project phases. Her dedicated work culminated with the Detailed Business Case proposal being approved for funding by the Australian Government in the 2021-22 Federal Budget.

Ms Leitch's dedicated public service was integral in securing the funding and commitment of both the Australian and Northern Territory Governments to proceed with Rum Jungle's comprehensive rehabilitation. Through Ms Leitch's public service, the deteriorating environmental conditions and heavy metal contaminants affecting the East Branch of the Finnis River will now be rehabilitated to the benefit of its First Nation's Traditional Owners and surrounding communities in the Batchelor/Coomalie region of the Northern Territory.

Most recently, Ms Leitch has established the Government's funding, assurance and governance measures to oversee the Rum Jungle's capital works. She has embedded risk management into the project and continues to cultivate collaborative working relationships with the Northern Territory government and Traditional Owners. Ms Leitch has provided incredible valued and sustained contributions to delivering outcomes for Rum Jungle rehabilitation and the broader Coomalie district in the NT.

### **Mr Grant LOVELOCK, ACT 2602**

For outstanding public service through contributions to the APS Workforce Strategy and the Australian Public Service Academy.

As First Assistant Commissioner at the APS Commission and as a member of the APS Learning Board, Mr Lovelock has been instrumental in the APS-wide transformation of strategic workforce management and APS capability.

Mr Lovelock worked collaboratively across government, engaging with multiple key stakeholders and has been responsible for the development and implementation of the first APS Workforce Strategy and the establishment of the APS Academy, key reforms arising from the Independent Review of the Australian Public Service (2019).

Mr Lovelock has developed the policy approach, implementation design, delivery and funding model to establish and then mature APS-wide learning and development. His contribution has transformed APS learning into a focused, dynamic and more efficient framework for continuous learning. Mr Lovelock has led a distinguished and lengthy professional service with the APS, particularly in innovation in workforce planning and development, and through his leadership of the APS Academy.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mrs Christine Elizabeth McCLELLAND**, Point Lonsdale VIC 3225

For outstanding public service in Early Childhood Intervention and improving the lives of young children with disability or developmental delay and their families.

Mrs McClelland commenced with the National Disability Insurance Agency (NDIA) at its inception and was responsible for the successful transition of a variety of state and territory-based Early Childhood Intervention (ECI) services across Australia, into the National Disability Insurance Scheme (NDIS).

Mrs McClelland was influential in the development of policy, work practices and training resources in the early stages of the NDIA. Her unique leadership at a 'grass-roots' level was instrumental in the establishment and delivery of an Early Childhood Approach which today leads a nationally consistent focus on best practice early intervention.

Under Mrs McClelland's leadership in her role as Branch Manager of the Early Childhood Services Branch, the Early Childhood Services profile has grown significantly with several large scale strategic projects delivered, to better support the delivery of essential early childhood intervention services. She was also significantly involved in the establishment and training of the national NDIS Early Childhood Partner network.

Mrs McClelland has exemplified foundational leadership through her recognition of the unique needs of children with disabilities and their families and the delivery of the best outcomes for them. Her outstanding expertise, passion and dedication to the early childhood intervention sector has ensured that the needs of children are not overlooked. The true intent of the early intervention aspect of the NDIS legislation would not have been realised without Mrs McClelland's leadership and commitment.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Gerard David MARTIN**, Weetangera ACT 2614

For outstanding public service in delivering advice and support to the Prime Minister and his Office, and to the Department of the Prime Minister and Cabinet.

Mr Martin oversaw arrangements for the transition of Government following the 2022 federal election and demonstrated his exceptional commitment to service as the Head of Commonwealth protocol through the delivery of the Australian Government's response to the passing of Her Majesty Queen Elizabeth II. This involved an immediate communications response, travel to the United Kingdom to support the Prime Minister's attendance at Her Majesty's State Funeral and overseeing arrangements for the National Memorial Service in Australia.

Mr Martin has led the delivery of the ministerial, parliamentary, communication and international visit functions of the Department of the Prime Minister and Cabinet, delivering support to Ministers, as well as holding responsibility for the management of the Prime Minister's official residences. The relationships that Mr Martin has established with protocol counterparts in other nations have made a significant contribution to Australia's successful international engagement.

He has actively identified talent and promoted women in particular to the Senior Executive Service level, and supported them to perform capably at level by sharing the knowledge and insight he has gained from more than 25 years at PM&C.

Mr Martin has demonstrated extraordinary commitment to delivering APS-wide strategic leadership, advice and support, and ensuring the successful delivery of sensitive and high-risk government priorities, whilst serving each government with dignity and professionalism.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Melissa Jane RYAN**, Farrer ACT 2607

For outstanding public service through leadership and implementation of complex reform and policies to assist vulnerable Australians.

Ms Ryan has led significant complex reforms and implemented programs and policies that have contributed to improving the lives of Australian people.

Ms Ryan led the largest reform of employment services since 1998 to implement the \$5.9 billion Workforce Australia program. The reform provides better, targeted support to ensure Australians, including job seekers, have the skills and opportunities to secure employment, and businesses are able to put people into work. She also implemented the new Child Care Subsidy from 2 July 2018, helping over 1 million families to meet the cost of childcare for parents engaged in work, training, study or other recognised activity.

Ms Ryan was instrumental in the successful reform of employment services and transition of around 800,000 job seekers into Workforce Australia. This reform saw a major re-design and investment in quality, tailored provider services for unemployed Australians who were at risk of being left behind and a new Digital Service for those who can self-manage online.

Ms Ryan has held senior roles across a range of Commonwealth departments over the last 30 years. She has designed and implemented major reforms across a broad range of public policy issue including childcare reforms and employment services. Ms Ryan consistently received one of the highest Australian Public Service (APS) census ratings across the department for positive leadership and is sought after in the APS to take responsibility for developing, implementing and delivering some of the biggest and most difficult social policy and program reforms.

**Mr Robert Barry RYAN**, Belconnen ACT 2617

For outstanding public service through excellence in Aboriginal and Torres Strait Islander policy development and engagement.

Mr Ryan's service to the public has been at the highest standard of excellence throughout his career, most notably to Aboriginal and Torres Strait Islander people in areas such as housing, self-determination and supporting the co-design of the Indigenous Voice.

Mr Ryan's ability to build and maintain partnerships with communities across Australia has ensured First Nations voices are at the heart of government decision-making. Despite the COVID-19 pandemic, Mr Ryan successfully supported 115 face-to-face community consultation sessions around Australia led by First Nations leaders, with over 9,400 people consulted. This process allowed for community input and understanding of the proposed Indigenous Voice model.

Mr Ryan's work went beyond the normal duties of a committed public servant and was truly inspirational in his performance and leadership, demonstrating a deeply strategic and intellectual rigour whilst maintaining highly personal and practical relationships. Mr Ryan exemplified the government's commitment to work with Aboriginal and Torres Strait Islander people. Through his leadership, he has elevated the role of the National Indigenous Australians Agency in the eyes of First Nations communities.

Mr Ryan has made, and inspired, a significant Commonwealth contribution to reconciliation and truth-telling with Aboriginal and Torres Strait Islander peoples.

## **PUBLIC SERVICE MEDAL (PSM)**

**Dr Andrew John STEVENSON**, Amaroo ACT 2914

For outstanding public service through leadership and stewardship of Australia's astronomy capability.

Dr Stevenson has led the negotiations and management of the European Southern Observatory (ESO) Strategic Partnership, a \$129 million investment over 10 years by the Australian Government.

He has tirelessly stewarded Australia's astronomy capability through major changes in governance, funding and legislative frameworks and ensured that Australian astronomers had access to world leading infrastructure.

Dr Stevenson has made an extensive contribution to policy development which has not only previously saved the Australian Astronomical Observatory, as well as jobs but ultimately allowed the Australian astronomy community to grow and mature into one of the branches of astronomy in which Australian research leads the world. As a direct result of his innovation in program, project and policy development, and his devotion to supporting optical astronomy policy and programs, Dr Stevenson's career has benefited Australian society as well as the global astronomy community.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Cathy Anne TOZE**, Bonython ACT 2905

For outstanding public service in leadership and commitment to support Australia's COVID-19 response.

Ms Toze's leadership and expertise unified several Commonwealth departments to co-design core elements for the implementation of critical support to the travel sector during the first wave of the pandemic, totalling over \$90 million. In parallel, drawing on years of experience in the delivery of social security and welfare services, Ms Toze led the development and delivery of the Services Australia vulnerability strategy, supporting Services Australia's vision of delivering simple, helpful, respectful and transparent services to Australians going through challenging times, particularly during the COVID-19 pandemic.

Ms Toze led the design and delivery of the Coronavirus Disaster Payment (CDP), delivering \$12.8 billion to Australians requiring financial support during the Delta wave. During this time, Ms Toze also oversaw the service delivery of the Crisis Payment for the National Health Emergency, an initiative which has been called upon close to 1 million times. During Ms Toze's long and distinguished service prior to the pandemic, she led reforms to improve the delivery of the Child Support Programme and the Disability Support Pension, and more recently the Cashless Debit Card and enhanced Income Management programs.

Ms Toze's dedication and significant contribution throughout her career and during the pandemic was pivotal in ensuring the successful delivery of a range of critical support programs to Australians.

## **PUBLIC SERVICE MEDAL (PSM)**

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

**Mr Stuart Roy CAMPBELL**, Alstonville NSW 2477

For outstanding public service in coordinating the disaster response and recovery effort following the Northern Rivers floods.

Mr Stuart Campbell has held the role of District Works Manager in the Far North Coast district for Transport for NSW since 2002. This role manages approximately 100 staff to deliver road construction and maintenance works on the state road network. In managing this large workforce of both office and field-based staff, Mr Campbell has devoted significant time and effort into building a passionate and committed team.

The extreme floods that impacted the Northern Rivers of NSW in early to mid-2022 were recorded as the largest natural disaster in Australia's history (in terms of cost and impact on local communities). Under Mr Campbell's outstanding leadership, his team coordinated staff and resources to respond to numerous flood disaster requests including the urgent rescue of community members stranded on roofs; supporting trapped motorists requiring food and water; monitoring and responding to continually changing road conditions with rising/lowering floodwaters often changing with tides and maintaining essential road access on the M1 motorway, particularly for freight vehicles.

Mr Campbell also managed closures of the motorway requiring urgent action and reopening alternative inland routes; clearing hazardous flood debris that was preventing public access on roads and bridges, the clean-up and repair of road networks, keeping them serviceable and assisting local Councils with repairs to their networks in the weeks and months following the disaster.

Throughout this time, Mr Campbell was the consistent and driving force behind this effective and coordinated response. Mr Campbell's dedication to the recruitment and development of his workforce led to the effective disaster response during the Northern Rivers floods crisis.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Amanda CHADWICK**, Balmain NSW 2300

For outstanding public service to the water and local government sectors.

Ms Amanda Chadwick has held senior executive roles in the public service since 1998. This included her role in 2016 as Administrator of the City of Parramatta Council where she was responsible for governance and foundation of a newly merged council comprising parts of five former local government areas.

Since 2019, Ms Chadwick has been Executive Director Performance at the NSW Department of Planning and Environment (Water) leading drought responses and successful reforms to reduce water risks in regional towns. She is respected for her innovation, accountability, customer focus and capacity to generate genuine collaboration across institutional boundaries.

Ms Chadwick was responsible for the design and delivery of Australia's first large scale residential water efficiency program at Sydney Water. In partnership with experts in customer research and water efficiency technology, Ms Chadwick successfully designed and built the program with 15% of Sydney households now participating and saving 4.5 billion litres of water a year.

She led initiatives that reshaped the water sector, including the Greater Sydney's millennial drought response and responses to save regional communities most at risk of day zero water supply. During the pandemic, Ms Chadwick led the Town Water Risk Reduction Program where she drove the establishment of a new partnership with the 89 local government owned water utilities in order to reduce key water risks and co-design a more modern regulatory framework.

Ms Chadwick's commitment to transparent and collaborative partnerships was vital to the success of this NSW Government reform. Ms Chadwick's work and commitment have continued to unlock sustainability and economic benefits for customers through increased water efficiency, recycling and optimised investment decisions.

Ms Chadwick's long and significant contribution to the continuous improvement of the NSW water sector is why she is highly regarded in the water industry as a collaborative leader with a strong track record in delivering strategic reforms.

## **PUBLIC SERVICE MEDAL (PSM)**

**Dr Ann Elizabeth DALY**, Lilyfield NSW 2040

For outstanding public service in educational innovation programs supporting Aboriginal and Torres Strait Islander students.

Since commencing with the NSW Department of Education over 35 years ago, Dr Ann Daly has focused on the needs of Aboriginal students and the inhibitors to their success in school. She has dedicated her career to promoting equity for students and working tirelessly to improve learning outcomes, particularly for students from disadvantaged Aboriginal communities, remote communities and for students with English as a second language or dialect.

Drawing on her expertise in English literacy and student assessment, Dr Daly worked with education staff to examine performance statistics for Aboriginal students and has brought about change by recommending texts are culturally sensitive, accessible and include the histories of Aboriginal peoples. This not only ensures that Aboriginal students develop a greater sense of belonging and engagement at school but also provides non-Aboriginal students a deeper understanding of the cultures and stories that First Nations people carry with them.

Dr Daly's outstanding service is evidenced through various innovation programs. She has developed highly successful web-based applications comprising reading and numeracy tests with automatically generated reports enabling schools to monitor learning impacts and required interventions. Her extensive research has generated critical insights into the relationship between spoken language and reading and writing texts. This has improved the structure of test programs and, in turn, improved students' literacy performance.

Dr Daly has been an active member of several advocacy groups including 'Australians for Native Title and Reconciliation', and 'The Friends of Myall Creek Memorial', a volunteer group that brings together Aboriginal and non-Aboriginal Australians to care for the heritage listed memorial and deliver school programs and reconciliation initiatives with thousands of visitors to the site each year.

Dr Daly is celebrated by her peers for her integrity, compassion, and strategic leadership toward championing the educational needs of disadvantaged students, leading to meaningful and lasting change.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mrs Hannah Louise DAMKAR**, Waverton NSW 2060

For outstanding public service through communications leadership during the New South Wales 2019 - 2020 bushfires, COVID-19 pandemic and Northern Rivers floods.

Mrs Hannah Damkar has served in various communications roles across the NSW Public Sector for over a decade. In January 2020, Mrs Damkar sought out a secondment to the Bushfire Recovery Taskforce to assist the community impacted by the 2019 - 2020 bushfires. This turned into an 18-month secondment as Communications Director at Resilience NSW, before Mrs Damkar was awarded the role as Director of Communications at the Department of Premier and Cabinet.

During 2020 - 2022, Mrs Damkar led critical communications relating to the reopening roadmap for COVID-19 and brought together key Government agencies to collaborate in the Northern Rivers flood recovery response. Mrs Damkar's innovative approach to the Northern Rivers floods response was ground-breaking. After visiting flood affected communities, Mrs Damkar witnessed the increasing frustration of impacted locals with the grant application process. When she learned that over 2,500 locals had incomplete grant applications, she created the 'Flood Grants Blitz' model to deploy flood grants assessors to impacted areas, to provide one-on-one assistance to people applying for these grants.

The Flood Grants Blitz model gained support from the Premier's and Minister's offices, Northern Recovery Coordinator, CEO of Service NSW, Regional NSW and Resilience NSW, who agreed to provide resources for pop-up grants sessions across the impacted regions. The Flood Grant Blitz project was a resounding success with community and stakeholders. The project, which was originally set for one week, ran for over six weeks, across eight pop-up locations, and generated the approval for 820 grants, totalling over \$10 million of funding to the Northern Rivers community. The grants blitz is now being replicated post disasters as a way to get funding out faster, to those who need it most.

Over the past two years, Mrs Damkar was deployed to Cobargo, Wilcannia, Dubbo, Lismore and more to spend time with communities during incredibly challenging times. She continues to guide the NSW Government's communications, continuously advocating on behalf of the community to ensure equitable support and access to information and services for all across the state.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Terry James DODDS**, Moama NSW 2731

For outstanding public service in local government leadership through emergency management.

Mr Terry Dodds has a career spanning 40 years in local government where he has held various leadership positions across three states and nine local councils. Mr Dodds is recognised for visionary leadership and service delivery that has resulted in significant organisational change initiatives, public sector infrastructure delivery projects and critical community recovery following floods, bushfires, cyclones and drought crises.

During his tenure as Chief Executive Officer at Tenterfield Shire Council, Mr Dodds was confronted with many challenges in the wake of several environmental disasters. His leadership during the 2019 drought has been recognised as one of his most significant achievements, seeing Mr Dodds direct a multi-million dollar project to drill for more water and lead advocacy efforts with the state government to make legislative change to the Water Management Act to enable critical Ministerial support and emergency funding.

The management of the drought involved one of the most robust and complex community consultations the town had ever experienced, aligned with an immediate need to identify a new water supply. The local council was faced with challenges in regard to timeframes and permissions but despite this, Mr Dodds achieved a solution that will underpin the town's water supply in future droughts.

Throughout his successful career Mr Dodds has been a driving force behind the development of many innovative programs and initiatives that have generated lasting benefits for the communities and local councils he has served. From pioneering a sustainable and nationally acclaimed Waste-to-Energy initiative, bringing about significant workplace reforms to improve staff morale and collaboration, to developing water contamination solutions, Mr Dodds' visionary guidance, superior problem-solving abilities and expeditious operational skills contribute to his reputation as being an exemplary leader and asset to the public service at large.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Paul Edward HUGHES, NSW 2560**

For outstanding public service through leadership in the New South Wales public education system.

Mr Paul Hughes began his education career in 1992 as a classroom teacher, quickly advancing into school executive positions as his exceptional leadership skills became apparent. Since 2006, Mr Hughes has been the Principal of Rosemeadow Public School in South-Western Sydney, with over 700 students, many from English as an Additional Language or Dialect (EALD) background.

Over his career, Mr Hughes has had a significant effect on the professional development of teachers and staff by identifying and nurturing aspiring or potential leaders. He has been instrumental in the development and implementation of the Camden Network Aspiring Leaders initiative with over 100 identified aspiring leaders networking and engaging in quality leadership development and professional learning.

In 2008, Mr Hughes joined the Aboriginal Education and Training team as a Principal contact officer, providing coaching and mentoring to a number of school leaders implementing a systems priority to improve outcomes for Aboriginal students. He was integral in engaging his network of Principals to examine their practices for engaging Aboriginal students, their families and their communities. This work inspired the construct and development of the Connected Communities Strategy, the Department of Education's premier Aboriginal education strategy.

In addition Mr Hughes has taken carriage to lead and manage a myriad of initiatives such as the Early Career Teacher's induction program; the Yalagang Aboriginal Student Gifted and Talented program and statewide and local principal coaching and mentoring initiatives.

Further initiatives include holding the position of local President of his Primary Principal Association network; facilitator of the Garry Waldron memorial education awards (school-sponsorships) and running weekend student/parent camps for students in Out of Home Care.

As a committed leader and advocate for public education, Mr Hughes has developed sustainable, productive relationships within and beyond the school community. His extraordinary ability to identify and build leadership capacity has resulted in the successful appointments of many current school leaders.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Jacob Israel JACKSON**, Bella Vista NSW 2153

For outstanding public service in the implementation of Rapid Antigen Screening for Corrective Services NSW.

Mr Jacob Jackson has been instrumental in the implementation of Rapid Antigen Screening (RAS) for Corrective Services NSW, which was rolled out to staff across 140 corrective services sites including all NSW Correctional Centres. This has been an essential tool in detecting COVID-19-positive persons and preventing transmission in high-risk environments of correctional facilities.

Mr Jackson used his unique skills and abilities to procure Rapid Antigen Tests in August 2021, when their use was novel, and has maintained the procurement and supply of these tests at competitive prices, saving over \$350,000 for the NSW Government. His hard work and tenacity meant Corrective Services NSW was one of the few NSW government agencies able to secure enough supply to test every 24 hours across all 36 Correctional Centres.

Mr Jackson and his team also assisted several other departments by providing them with tests when required and expert advice on the use of RAS in other Australian and International jurisdictions including Western Australia, the ACT, Victoria and New Zealand. While coordinating resources, maintaining project documentation, and implementing and monitoring the RAS project plan, Mr Jackson undertook a Graduate Certificate in Emergency and Disaster Management, ensuring he continued to be an effective and resourceful leader. His determination, selflessness and skill have been second to none. He worked tirelessly setting up testing sites and ensuring a sufficient supply of tests, often with as little as one day's notice.

As a result of Mr Jackson's work, Corrective Services NSW is currently the leader in the use of RAS in non-clinical settings across Australia. Corrective Services NSW has undertaken over 741,085 Rapid Antigen Tests and managed to detect and prevent 1,712 COVID-19 persons from entering the workplace.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mrs Sandra Anne KUBECKA**, Camden NSW 2570

For outstanding public service in the response to, and recovery efforts following, the Camden local government area floods.

Mrs Sandra Kubecka has excelled in her more than 40-year career as a public servant, from a Personal Assistant through to her current role as the Director Community Assets, Camden Council. As the Director of Community Assets, Mrs Kubecka is responsible for 175 staff and oversees strategic functions of Sustainability and Open Space, Civil Construction and Maintenance, Major Projects, Assets and Design, Traffic, Depot, and Building Services.

Mrs Kubecka is responsible for emergency response and recovery and was instrumental in setting up the flood recovery working group responsible for emergency response and recovery coordination, road closures, communications, clean up and assessment and repairs during the four floods of 2022. Mrs Kubecka provided outstanding leadership and support to guide the team to safely undertake the work that was required and coordinate initiatives to provide support to the community where needed.

Mrs Kubecka was the brainchild behind the idea of setting up a flood recovery information hub in the main street of Camden, as an initial triage centre and support location for impacted residents and businesses to gain access to vital information and support services. This flood support model was the first of its kind, working with Resilience NSW and other vital support agencies. This initiative is now a recognised resource provided by Council to community and businesses alike and will remain a fundamental feature of recovery phase in future emergency events.

Mrs Kubecka takes pride in using her position to better the lives of the people she leads and the community she serves. She always goes over and above to lead by example, tearing down barriers and continuing to advocate for her staff and the community.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Daniel Joseph LEAVY**, Warriewood NSW 2102

For outstanding public service through improving vehicle and road safety across the New South Wales road network.

Mr Daniel Leavy dedicated his 24-year career with Transport for NSW to improving vehicle standards for better road safety for the people of NSW. As Senior Manager Safer Vehicles, Mr Leavy's role was to improve the safety of the NSW vehicle fleet and implement policies and programs that would reduce the number of deaths and serious injuries on the NSW road network. As a result of his dedication to his role, Mr Leavy contributed to the 2021 NSW road toll being the lowest in almost 100 years.

Whether it be in road or worker safety, Mr Leavy was instrumental in many important safe design initiatives and innovations including the establishment of an international award-winning system for motorcycle clothing (MotoCAP) and improvements in helmet safety; development of a 5-Star vehicle purchasing policy, resulting in safer cars across the NSW and national fleets; establishment of Australia's first Driver Assist Technology testing track at the Cudal testing facility near Orange NSW and significant improvements in Child Car Seat Safety.

Mr Leavy demonstrated his passion and dedication to his role after he suffered a major stroke, returning to complete significant projects throughout his rehabilitation, before ultimately having to medically retire. Since retirement, Mr Leavy continues to improve the lives of NSW citizens as an ambassador for the Stroke Recovery Association NSW.

Mr Leavy has consistently exceeded expectations in his public service career, making a lasting contribution through his efforts and collaboration across Government, industry, and the community. The long list of improvements in road and vehicle safety Mr Leavy initiated has resulted in an incredible reduction in trauma and has helped saved lives across NSW.

## **PUBLIC SERVICE MEDAL (PSM)**

### **Mr Damon John REES, NSW**

For outstanding public service in customer service delivery, in particular COVID-19 related services.

As the Chief Executive Officer of Service NSW, Mr Damon Rees was instrumental in the establishment of Service NSW as a rapid delivery engine of the NSW Government with an unmatched culture grounded in service, integrity and empathy. Under his five-year leadership and during COVID-19, Mr Rees' priority was to take customer service to a new level and provide calm and consistent services to eight million people across NSW whilst ensuring the safety and wellbeing of the 6,000 Service NSW employees who kept services running.

Prior to becoming Service NSW CEO, Mr Rees was the Chief Information and Digital Officer at the NSW Department of Finance, Service and Innovation. His role was to bolster the NSW Government's position as a national leader in digital service delivery. Mr Rees transferred his passion and proficiency to Service NSW in late 2017 where he worked on increasing Service NSW business partnerships with numerous agencies across government to deliver more services through a one-stop shop approach.

From the beginning of COVID-19, Mr Rees shaped a new role for Service NSW beyond its transactional beginnings. He focussed on connecting communities to the services they needed whilst delivering with care and empathy. Mr Rees drove the expansion of Service NSW's disaster recovery support capacity and the delivery of various COVID-19 related products in record time, including the COVID-19 Safe Check-in, COVID-19 grants and vouchers for businesses and individuals, the Rapid Antigen Test (RAT) registration, COVID-19 vaccination certificates and the VIC/NSW border digital permit.

Mr Rees created an environment where care, inclusivity and purpose are paramount and is described as the ultimate accessible, approachable and engaging leader. Mr Rees' leadership has enabled Service NSW to continue to support NSW citizens, particularly during the challenges arising from the COVID-19 pandemic. Service NSW has an average of 98 per cent customer satisfaction rate across all delivery channels, service centres, contact centres and online which shows that NSW customers have come to trust and rely on Service NSW as the front door of government information and services.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mrs Denise Anne ROBENS, NSW**

For outstanding public service in classroom teaching at Regentville Public School.

Mrs Denise Robens has been a highly respected classroom teacher at Regentville Public School for over 20 years. At 70 years of age, she epitomises the key role of a teacher - service to students - with dignity and respect and leads her classroom to optimise learning progress for all students. Her passion and determination to improve the life and learning outcomes of the students and the school community she serves is outstanding.

Through regular and extensive analysis of student progress and achievement data, Mrs Robens informs key decisions such as resourcing, planning and implementation of new initiatives and programs for Regentville Public School. She routinely reviews learning with each student both in class and on work submitted, ensuring all students have a clear understanding of how to improve. Her kind and caring demeanour coupled with her deep knowledge of curriculum and assessment ensures all students feel valued and cared for and they remain engaged and challenged at school.

Mrs Robens works collaboratively with her colleagues to ensure students are placed in a position to succeed and goes above and beyond by leading extracurricular programs such as school choir and student participation at the Sydney Writers' competition. Her moral imperative to serve extends from the classroom to the staffroom and into the community. As the High Potential and Gifted Education Lead at the school, she has participated in rigorous training and development to upskill her knowledge of policy and practice and delivered professional learning to all staff, with a focus on differentiation and meeting the needs of the whole child.

Mrs Robens is an outstanding educator and her accreditation at Highly Accomplished level, is testament to her knowledge, skills, commitment, and practice. She is a much-loved role model and inspiration for staff, students, and teachers within Regentville Public School and across the whole public education system.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Brett Anthony STONESTREET**, Griffith NSW 2680  
For outstanding public service to the community of Griffith.

Mr Brett Stonestreet has dedicated 43 years to local government, with 19 years in the most senior positions of CEO and General Manager.

When Mr Stonestreet took office as the General Manager with Griffith City Council in 2011, Council was on a downward trend in terms of financial sustainability with a low cash reserve. Through determination and proactive leadership, Mr Stonestreet was able to achieve stronger budget surpluses which he has maintained from year to year. This created opportunities to provide additional services and infrastructure in Griffith, improving the lives of residents and attracting visitation to the region.

Due to Mr Stonestreet's long-term strategic approach, Griffith now enjoys two community stages boosting connection to the performing arts sector, and a new sporting facility to encourage a fit and active community. The establishment of the St Vincent Private Community Hospital, a \$28 million, 26-bed private hospital, is another excellent example of his commitment to the betterment of his community. This hospital will lead to improvements in specialist healthcare services and create more employment opportunities in Griffith.

Mr Stonestreet's business acumen and vision for Griffith have been the driving force behind all his projects, especially the recently adopted Griffith Housing Strategy. This project aims to help address the city's shortage of affordable accommodation, a result of Griffith's economic development. As Chair of the Project Control Group, Mr Stonestreet and Griffith City Council continue to collaborate with community housing provider Argyle to realise housing solutions.

Under Mr Stonestreet's leadership, the quality of life for Griffith residents continues to improve. He maintains a big-picture vision for Griffith, strategically building a better city to enjoy now and into the future with attractive streetscapes for visitors and a wonderful place for families to live, work and play.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Stephen John THORPE**, South Penrith NSW 2750

For outstanding public service in driving change and innovation in Corrective Services NSW.

Mr Stephen Thorpe, as Group Director, Industries and Education, has championed prisoner education programs providing inmates with the opportunity to gain real-world employability skills to enhance their rehabilitation and employment prospects upon reintegration to the community.

Through his visionary leadership, Mr Thorpe has significantly contributed to the growth of the Corrective Service Industry (CSI) which now operates over 100 successful commercial business units and service industry teams, delivering an extensive range of quality products and services. This has led to CSI being recognised as a market leader, setting a benchmark in world's best practice.

Over his long public service career, Mr Thorpe has focused on developing CSI's capability, so inmates are now able to perform almost every non-security support function within NSW prisons. This includes the manufacturing of 14 million inmate meals annually, prison building and grounds maintenance, construction of capital works, manufacturing clothing, and laundry, cleaning and logistics. By improving education and vocational training work opportunities for inmates, these programs have helped to reduce recidivism.

Mr Thorpe was pivotal in supporting a large-scale research project that explored the impacts of traineeships on recidivism through the Bureau of Crime Statistics and Research. Results published in 2021 highlighted a direct link to a reduction in re-offending. This research is shaping the role of CSI and prison industries beyond service and business opportunities to a demonstrated impact on community safety. This research is the first of its kind in Australia and would not have been possible without Mr Thorpe's contribution.

Mr Thorpe is regarded by his peers as having genuine care and compassion for inmates, demonstrating an unrelenting determination to provide maximum opportunities for inmates to learn while in custody so that upon release they can gain meaningful employment. Approximately 100,000 inmates have been supported in prison work and education under Mr Thorpe's leadership.

## **PUBLIC SERVICE MEDAL (PSM)**

### **Ms Sarah (Sally) WEBB, NSW**

For outstanding public service in the delivery of legal and governance advice in New South Wales, particularly across the COVID-19 pandemic response.

Ms Sarah (Sally) Webb has a broad career across international, national, and state roles in the public sector, legal professional practice, and private enterprise.

In August 2015, Ms Webb joined the NSW Police Force as General Counsel and remained in this role until June 2020 when she joined Transport for NSW as Chief Legal Officer. Ms Webb led the NSW Police Force's legal response during the pivotal period from the very beginning of the COVID-19 pandemic.

Ms Webb worked tirelessly to support the Commissioner and operational police in the initial stages of the pandemic, including providing advice on the interaction between State and Commonwealth laws, the establishment of the hotel quarantine programme and the enforcement of Public Health Orders. The legal issues Ms Webb was required to advise on were novel, voluminous and urgent as well as having a significant impact on the whole NSW community.

At this time, the development of the Public Health Orders was in its infancy and the role they would play in the management of the pandemic was unknown. Under Ms Webb's leadership, her team developed a fact sheet template which became the key method to communicate Public Health Orders to police officers. Establishing this simple and effective communication method between the General Counsel and operational police was an important innovation that remained critical for the duration of the pandemic.

Ms Webb brought a calm leadership to the myriad of complex legal issues that needed to be navigated in the first months of the pandemic. She displayed resilience and gave thoughtful and well considered advice. Overall, Ms Webb was a key leader in the NSW Police Force's response to the pandemic and was relied on by the NSW Police Force senior executive. Ms Webb stepped up to the task without hesitation working around the clock to make a significant contribution to the safety of the NSW community.

## PUBLIC SERVICE MEDAL (PSM)

### **Victoria**

**Mr Ross David BROAD**, Coburg VIC 3058

For outstanding public service to health, mental health and drug and alcohol policy development in Victoria.

Mr Broad joined the Commonwealth Public Service in 2008 at the Department of Prime Minister and Cabinet. Following a period as a public sector consultant, Mr Broad joined the former Victorian Department of Health and Human Services in 2016, working in executive roles across the health and mental health portfolios.

Mr Broad was commended for his work overseeing significant government policy reform, including Victoria's first medically supervised injecting room, responses to the Royal Commission into Victoria's Mental Health System and supporting the Victorian health workforce during the extreme pressure of the COVID-19 pandemic.

Mr Broad received recognition for his strength as a highly skilled problem-solver and a committed public servant who is dedicated to achieving outcomes for the community. His leadership is exemplified by a strong desire to engage with stakeholders and team members to drive positive change.

**Mr Dean COWIE**, Caulfield South VIC 3162

For outstanding public service in championing land justice for Aboriginal Traditional Owners.

Mr Cowie was instrumental in the development of the *Traditional Owner Settlement Act 2010* (Act). A landmark reform that remains the only bi-partisan, comprehensive alternative to Native Title in Australia, the Act provides a more efficient, cost effective and less adversarial avenue to achieving land justice outcomes.

Mr Cowie has also played a leading role in all of Victoria's subsequent settlements, which have provided Traditional Owners with more than \$114 million in funding, rights over approximately 40 per cent of Victoria's Crown land (3.563 million hectares), and joint management of 41 parks and reserves (totalling 1.704 million hectares).

As a respected ally of Aboriginal people, a hallmark of Mr Cowie's career has been his unwavering commitment to work in genuine partnership and to right past wrongs through improved land justice outcomes. This approach has contributed to improve trust between the State and Aboriginal communities and has supported Victorian Traditional Owners to realise significant economic, social and cultural gains.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Elizabeth Mary DYER**, Northcote VIC 3070

For outstanding public service in engagement with community service partners in servicing vulnerable children and young people.

Ms Dyer has demonstrated outstanding public service throughout her 40-year career, particularly in supporting vulnerable children and young people who live in out-of-home care. Her commitment and passion to improving their lives in partnership with child protection and the community services sector has impacted the lives of thousands of children, young people and their carers across the North and West metropolitan areas.

In extremely challenging and complex circumstances, Ms Dyer led key initiatives to improve the care experience for some Victorian's most vulnerable children and young people who have suffered abuse, neglect and trauma.

Ms Dyer's stewardship and innovation to improve the end-to-end care experience for children and young people is also notable. Her steadfast belief that all children deserve equal opportunities to access education, in particular children with disabilities and trauma-related presentations, has seen her influence the education system to provide inclusive environments where children feel supported to achieve. Her advocacy and devotion in only wanting the very best for children and young people is second to none.

**Ms Melissa Sue HARRIS**, St Kilda East VIC 3183

For outstanding public service to state and local government, and for transformation in the areas of geospatial, planning and land administration in Victoria.

Ms Harris is a dedicated public servant who has been instrumental in driving a range of reforms at state and local government level.

A key example is her central role in the development of the SPEAR (Surveying and Planning through Electronic Applications and Referrals) system, which has helped transform Victoria's land registry from a paper-based system to a fully digital system. She has also successfully led key statewide initiatives in geospatial and cadastral modernisation.

During her time working in local government, Ms Harris' achievements included leading the implementation of a new strategic planning framework at Baw Baw Shire Council, which has shaped the development of one of Victoria's fastest-growing municipalities. She also helped attract more than \$80 million in public and private investment into the Baw Baw community.

Ms Harris is also the Victorian Government representative, and current Chair, of the Australia and New Zealand Land Information Council (ANZLIC). She is the first woman to Chair ANZLIC and is a role model to other women working, or aspiring to work, in the spatial and surveying professions.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Victoria Frances HUDSON**, Ballan VIC 3342

For outstanding public service, particularly in the area of economic reform.

Ms Hudson has made a significant contribution to a wide array of complex economic and public sector reforms in Victoria. Her work on competition policy and budget efficiency led to real benefits for the Victorian economy. She also led improvements to government services which have assisted vulnerable Victorians, and public sector reforms which have increased government accountability and the representation of diverse communities.

Ms Hudson is a trusted and sought-after source of advice throughout the Victorian Public Service on reform, governance and administration. She is recognised as a leader with integrity, sound judgement, commitment, humour and a genuine care for her colleagues and staff.

**Mr James William McCANN**, VIC

For outstanding public service in leading and managing Victoria's Youth Justice Centres and driving their recovery and redevelopment.

Throughout his 23-year service in Victoria's Youth Justice Centres, Mr McCann has ensured that young people in these centres are provided with every opportunity to be rehabilitated and lead positive lives in the community. As the Executive Director of Custodial Operations, he has overseen a significant decline in the number of serious incidents and workplace injuries in youth justice centres making them safer for young people and all professionals who work in them.

Mr McCann has contributed to key reforms that have provided young people in custody with access to specialist mental health services and forensic treatment programs, and allowed them to take advantage of opportunities offered through Parkville College and bespoke vocational programs. Careful transitional planning on parole has also supported young people to successfully integrate back into their community.

He has fostered collaborative working relationships with staff in the centres and service providers such as Orygen Youth Health and the Department of Education and Training. His work with the CPSU, as well as regulatory agencies such as WorkSafe, Victorian Ombudsman, Human Rights Law Centre and the Commission for Children and Young People, means the young people and staff are treated with dignity and respect and their rights are upheld.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Gerard Vincent MANSOUR**, Aberfeldie VIC 3040

For outstanding public service in elevating the voice and experience of senior Victorians during the COVID-19 pandemic.

In his role as the Commissioner for Senior Victorians over the past decade, Mr Mansour has made an important contribution to policy planning across the Victorian Government and driven significant benefits for seniors both within Victoria and nationally.

Mr Mansour's exceptional ability to traverse between government and the community has enabled him to engage directly with senior Victorians and to represent and elevate their voices and experiences across a range of policy issues, including the prevention of elder abuse and the impacts of COVID-19.

His significant contributions have raised the profile of senior Victorians, had an influential impact on Government policy and decision making and resulted in improvements to services that especially target seniors.

**Mr Ajay SATYAN**, Docklands VIC 3008

For outstanding public service through leadership in delivering grants in response to the COVID-19 pandemic.

In 2021, Mr Satyan led the delivery of 17 economic support programs including the Licensed Hospitality Venue Fund 2021, the Small Business COVID Hardship Fund and the Business Costs Assistance Program, which is the largest grant program by value in Victoria's history. These three programs alone supported more than 200,000 businesses to stay afloat through the protracted lockdowns in Victoria and they were the cornerstone of the Victorian Government's economic response to COVID-19.

Mr Satyan also led the delivery of the Test Isolation Payment Program, which was the largest grant program in Victoria's history by application numbers. The Test Isolation Payment Program supported more than 1 million Victorians to isolate while waiting for COVID-19 test results, thus limiting the spread of COVID-19.

In 2022, the focus shifted to economic recovery and stimulus and Mr Satyan delivered programs such as the COVIDSafe Outdoor Activation Program, travel vouchers and ventilation rebates and grants.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Mark Anthony STRACEY**, Preston VIC 3072

For outstanding public service to the community during the COVID- 19 pandemic.

Mr Stracey demonstrates strong and effective leadership with a focus on impacting and realising client and community aspirations.

His recent leadership role on the Paving the Way Forward program across the North Melbourne and Flemington public housing estates is part of a true partnership between government and residents through co-design, client voice and implementation of key initiatives that will make these estates better and safer places to live.

Mr Stracey's real strength lies in his commitment to highlighting the voices of client and community to ensure that policy development and program implementation is informed by local knowledge and aspirations.

**Ms Lee WATTS**, South Melbourne VIC 3205

For outstanding public service to education in Victoria.

Ms Watts has provided exemplary service to education and training in Victoria through leading significant reform in the vocational education and training sector and providing exemplary operational management in the school sector.

Her ability to design and lead the implementation of reforms to the training sector has delivered improved outcomes for thousands of students and delivered significant benefit to industry.

## **PUBLIC SERVICE MEDAL (PSM)**

### ***Queensland***

**Mrs Bernadette Louise DITCHFIELD**, Manly West QLD 4179

For outstanding public service during the COVID-19 pandemic for the protection and development of agribusiness in Queensland.

Mrs Bernadette Ditchfield has an extensive background in policy development and service delivery, coupled with a strong industry development focus. She has more than 20 years' experience in the private and public sectors and has held senior roles in the former Department of Natural Resources, Mines and Energy, Queensland Treasury and the Department of the Premier and Cabinet.

As Deputy Director-General Agriculture, Department of Agriculture and Fisheries, Mrs Ditchfield is responsible for enabling the growth of the agriculture industry, by leading the development of policies, research and initiatives that enhance the productivity, profitability and sustainability of Queensland's agribusinesses.

In response to the challenges of the COVID-19 pandemic, Mrs Ditchfield convened the Agriculture Coordination Group (ACG) to enable focused collaboration between government and industry for the quick escalation and resolution of issues. The ACG met weekly and was integral in identifying and developing practical solutions to COVID-19 impacts and risks on agribusinesses, thus ensuring critical business continuity.

Mrs Ditchfield led the implementation of a suite of state-wide programs to address the resulting agricultural workforce shortages in Queensland. These included the Pacific Labour Scheme and Seasonal Worker Program, the Back to Work in Agriculture Incentive Scheme and #PickQld campaign. This campaign is a workforce attraction campaign to attract and assist Queenslanders not in agriculture to mobilise to available seasonal jobs across Queensland, and the Queensland Agriculture Workforce Network. Through a regional network of industry-based agriculture workforce officers, the campaign attracted more seasonal workers onto farms and delivered local solutions to workforce issues.

Mrs Ditchfield also delivered on Queensland's COVID-19 Economic Recovery Strategy and Plan to lead economic recovery initiatives that supported the agriculture sector to continue to prosper following the COVID-19 pandemic.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Jodie Anne ELDER**, Ipswich QLD 4305

For outstanding public service to youth justice in Queensland.

Ms Jodie Elder is a proud descendant of the Quandamooka traditional owners of north Stradbroke.

She has been a youth justice advocate for over 20 years, having started her career as an Information Referral Officer within the Department of Families, Young Offenders Program in Ipswich. When Queensland rolled out the first five Youth Justice Service Centres, Jodie obtained a position at Logan Youth Justice Service Centre. Here Jodie gained skills developing program responses for young people who were in contact with the youth justice system, working across various areas within youth justice and seeing the breadth of services delivered to young people.

This influenced her decision to move from the frontline to a more central role, through the Youth Justice Cultural Unit, providing integral advice on the development of youth justice policies, procedures and practice resources. This work also included working on the Closing the Gap Strategy, focusing on improving life outcomes and reducing the overrepresentation of Aboriginal and Torres Strait Islanders in the youth justice system.

Ms Elder's career highlights include her work on the family-led Decision-Making Initiative and the development and implementation of Youth Co-responder Teams Program - each the first of their kind in Queensland. Her work in leading the co-responder initiative has opened a productive partnership between the Queensland Police Service and the Department of Children, Youth Justice and Multicultural Affairs, whereby youth justice staff and police work together to provide culturally appropriate prevention and diversion responses for young people at risk or those requiring additional support to comply with statutory orders.

Through her work, Ms Elder demonstrates her commitment and passion to the community, young people and to addressing the disproportionate representation of Aboriginal and Torres Strait young people within youth justice. She has continuously shown excellence, whether in frontline, management or leadership positions.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Matthew Bryan HIGGINS**, Nundah QLD 4012

For outstanding public service to Queensland with international impact in the fields of surveying, geodesy and spatial sciences.

Mr Matthew Higgins is recognised internationally for his expertise in Positioning, Navigation and Timing (PNT). He is the current president of the International Global Navigation Satellite Systems (GNSS) Association and a member of the US Government National Space-Based PNT Advisory Board.

Mr Higgins commenced his career in surveying in 1978 as a cadet surveyor. On retirement in 2022, Matt completed his 44-year career with the Department of Resources as Principal Survey Advisor of Geodesy and Positioning, recognised both nationally and internationally for his expertise in GNSS and the implementation of these technologies.

During his distinguished career with the Queensland government, Mr Higgins worked across many roles in surveying, geodesy and the broader spatial sciences. His vision and innovation saw Queensland at the forefront in leveraging GNSS technology that not only improved the accuracy of the Queensland spatial reference systems but also transformed farming, mining and construction through the adoption of real time machine guidance and positioning.

Mr Higgins represented Queensland on the Intergovernmental Committee on Surveying and Mapping Geodesy Working Group for more than 20 years and was instrumental in the development of the national standards for Australian geodetic datum definition and survey control networks.

Mr Higgins was an early advocate for creating greater benefit from positioning infrastructure by seeking cooperation between government and industry investment. This is now a primary tenet of the federal Positioning Australia Program. His contributions to policy development, technical innovation and outreach around geodesy and positioning has directly led to earlier adoption, improved and more efficient use, and broader industry engagement regarding GNSS in Queensland. The result of which is reduced cost and more accurate spatial information to the Queensland community.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Malcolm Alexander LETTS**, Chapel Hill QLD 4069  
For outstanding public service to state and national biosecurity.

Since 2017, Mr Malcolm Letts, Deputy Director-General and Chief Biosecurity Officer, has led the policy and operations of Biosecurity Queensland. The agency is responsible for the Queensland Government's efforts in preventing, responding to and recovering from biosecurity threats across the state. Mr Letts has achieved significant outcomes for industry and business by consistently improving the relevance and quality of biosecurity strategy, policy and process within Queensland.

Mr Letts' dedication to driving change and improvement across the national biosecurity system demonstrates his commitment to leadership over and above his current role. He has displayed exceptional leadership across the national biosecurity system as a driving force of positive change across all levels of government, industry and wider stakeholders.

Mr Letts' collaborative leadership approach has facilitated a transformational shift in cross-border and national coordination and collaborations with a key focus on co-designed strategies and initiatives. His work around a system-wide approach to biosecurity has seen him advocating for, and achieving, coordinated strategies, improved governance arrangements and delivery of collaborative projects that have changed the face of biosecurity in Australia. Central to his focus has always been the principle of a shared responsibility to protect Australia's biosecurity status.

Mr Letts has championed the development of the first ever National Biosecurity Strategy and the national Decade of Biosecurity initiative. His advocacy has led to national coordination on significant emergency animal disease projects, coordination and prioritisation of national research and development efforts, communication, training and improved approaches to traceability.

## **PUBLIC SERVICE MEDAL (PSM)**

**Professor Elizabeth Shirley McCREADY (WHITING)**, Ashgrove QLD 4060  
For outstanding public service to healthcare in Queensland, particularly for aged care.

Professor Elizabeth Whiting, one of the most senior female doctors at Queensland Health's Metro North Hospital and Health Services, started her medical career as a Geriatric Advanced trainee at The Prince Charles Hospital in 1994.

In 2007, Professor Whiting led the new and innovative models of care; developed, researched and documented all the project plans and policies; and led the trials, before the opening of The Prince Charles Hospital's first general medicine patients were admitted.

Professor Whiting pioneered the concept and design of the first interdisciplinary clinical council of The Prince Charles Hospital. The clinical council collaboratively worked as an interspeciality team to identify ways to provide a service of excellence to the staff and consumers of the facility. The clinical council was seen as a prestigious committee that worked and succeeded in their design of patient pathways and facilitated the framework for the development of clinical councils across the Metro North Health Service.

One of Professor Whiting's most significant career legacies to date, is the extensive and pioneering work, advocacy, and dedication she committed to what became Metro North's Year of the Frail Older Person (2017) which subsequently became the Frail Older Person Collaborative. Professor Whiting's leadership in driving interdisciplinary care and passion for the frail older person has provided the platform for what will hopefully see Metro North as the centre of excellence in providing care to the growing population of ageing persons in Queensland.

Professor Whiting continues to foster growth and lead specialist physicians with her long-standing commitment to the Clinical Examination Committee of the Royal Australasian College of Physicians. As the Executive Director of Clinical Services in Metro North Hospital and Health Service, Professor Whiting achieves all these governing and operational successes, whilst maintaining her clinical credibility in working as a geriatrician in a patient facing on-call roster.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Michael James SHEARER**, Capalaba QLD 4157

For outstanding public service to youth, community and families in regional Queensland.

Mr Michael Shearer has 35 years' experience in the human services sector having worked within several Queensland Government departments throughout the state. He has delivered, managed and led child protection, youth justice, social housing, disability, community recovery and community services initiatives during his long career.

Mr Shearer is currently the Regional Executive Director of Brisbane and Moreton Bay region with the Department of Children Youth Justice and Multicultural Affairs. He was formerly Regional Executive Director in Central Queensland within the Department of Child Safety, Youth and Women. He was first appointed to the role of Regional Executive Director in 2005.

Mr Shearer has played a leading role in the establishment of place based cross-government sector initiatives such as Every Child CQ, the Regional Managers Coordination Network (RMCN), the Senior Officers Network (SON), Schools to Job Alliance, live WELLCQ in Central Queensland and the One Gov initiative which have focused on improved outcomes to communities and vulnerable children and families through active partnership and true collaboration. He is highly skilled in building relationships with stakeholders, analysing needs and developing practical responses with shared ownership for outcomes. Mr Shearer's experience and expertise of service systems, and the needs of children and family saw him called on to undertake reviews such as the review of the Townsville Stronger Communities Early Action Group which took place in 2021.

He has provided exemplary leadership and executive influence on significant agency and sector reforms, across a number of significant service delivery initiatives, including the instrumental part he played in developing the department's cultural capability framework. Mr Shearer has been deeply committed to help change the lives of young people and families in the youth justice system, help protect and keep children safe and provide assistance to parents and families to make communities safer.

Mr Shearer is passionate about providing the best level of service to vulnerable families, children and young people and through his leadership he has helped deliver on key changes in the youth justice and child safety systems over a number of years.

## **PUBLIC SERVICE MEDAL (PSM)**

### ***Western Australia***

#### **Dr Paul Kenneth ARMSTRONG, WA**

For outstanding public service through contributions to the health and wellbeing of Western Australians during the COVID-19 pandemic.

Commencing as Deputy Chief Health Officer at the onset of the COVID-19 pandemic in Western Australia, Dr Armstrong played a leading role in successfully eliminating community transmission of COVID-19 during the first wave of the virus in the State.

An expert in infectious disease control and pandemic planning, and with previous experience in managing a swine flu outbreak on board a vessel in 2009, the Australian Government looked to Dr Armstrong to assess a COVID-19 outbreak on the Diamond Princess Cruise ship in February 2020. His advice and swift actions led to the safe evacuation of passengers and laid the foundation for future management of marine vessels experiencing COVID-19 outbreaks that were headed towards Australian ports, including the Artania cruise ship and the Al Kuwait cargo ship.

It was Dr Armstrong's work that set the national benchmark for the way Australia managed marine vessels such as cruise and cargo ships during the COVID-19 crisis, and his advice now serves as a best practice guide for other jurisdictions in Australia and overseas. Dr Armstrong has also played a vital role in developing government policy on phased community restrictions, and in implementing Western Australia Health's robust case identification and contact tracing system.

Dr Armstrong's calm, measured and expert guidance at a critical time during the public health crisis played a vital role in keeping Western Australians safe, leaving behind an international legacy.

## **PUBLIC SERVICE MEDAL (PSM)**

**Dr Margaret Mary BYRNE**, Woodlands WA 6018

For outstanding public service in scientific leadership in conservation biology and genomics and integration with policy and management.

From the beginning of her career, Dr Byrne has been at the forefront of applying new genetic and genomic research techniques to understand what makes Australian plants unique and continues to drive innovation in the field today. Her scientific leadership has brought researchers together in a united effort to understand the evolutionary history of Australia's flora and fauna.

In her public service leadership role, Dr Byrne advocates for and guides the implementation of scientific advancement. This approach secures support for crucial environmental research and monitoring projects; and extends to forging research partnerships and collaborations to leverage government's investment in conservation research and management.

Dr Byrne has contributed to the establishment of strategic infrastructure that supports effective scientific enquiry and informed policy development through State and Commonwealth research and policy bodies. This includes the Western Australian Biodiversity Science Institute and Western Australian Marine Science Institution to ensure Western Australia is well placed to deal with ongoing conservation challenges.

Through her leadership in response to the 2015 and 2019/20 south coast bushfires, Dr Byrne demonstrated an ability to balance scientific rigour and strategic resource management to solve challenges, ensuring the survival of threatened species. In recent years, Dr Byrne has progressed big data projects including establishment of the Biodiversity Information Office and a collaborative data sharing platform 'Dandjoo'.

Dr Byrne mentors and supports the younger generation of scientists and is an ambassador for women in science. An influential and persuasive voice for science in government, Dr Byrne is a committed, passionate steward of a vast, diverse and unique environment, to the great benefit of current and future Western Australians.

## **PUBLIC SERVICE MEDAL (PSM)**

**Dr Tudor Adrian CODREANU**, Ardross WA 6153

For outstanding public service through contributions to the Western Australian Government's response to the COVID-19 pandemic.

From June 2021 until December 2022 Dr Codreanu was responsible for leading the State's COVID-19 response as Incident Controller of the State Health Incident Coordination Centre at the WA Department of Health.

Prior to stepping up to this position Dr Codreanu worked as a medical advisor, providing advice and support around clinical matters related to COVID-19. With 30 years' experience as a medical doctor, with significant experience in emergency and disaster medicine, Dr Codreanu was selected as the medical team lead for the Australian Medical Assistance Team and was integral in repatriating more than 160 Australians from the Diamond Princess, after a coronavirus outbreak on board.

He also led the WA Medical Assistance Team on several COVID-19 missions, where he coordinated accommodation and medical care for returning cruise ship passengers on Rottnest Island in addition to leading critical medical operations on board other maritime vessels, including the MS Artania, Al Kuwait, Al Messilah, Key Integrity and Patricia Oldendorff.

He made a substantial contribution to keeping the WA community safe and well, including key roles in managing outbreaks in residential aged care facilities and remote Aboriginal communities, coordinating St John Ambulance's emergency response and developing and implementing COVID-19 outbreak plans across a range of settings from hospitals to prisons.

Dr Codreanu's expertise has been published in peer reviewed scientific literature, including a collaboration with Ulster University in Northern Ireland and Queen's University in Belfast, to model the outbreak of COVID-19 on commercial cargo vessels. Drawing on his extensive emergency and disaster medicine experience, Dr Codreanu played a crucial role in positioning the WA health system to successfully manage the COVID-19 pandemic, while providing expert advice to the Chief Health Officer and Director General of the Department of Health.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr David Phillip ETHERTON**, Landsdale WA 6065

For outstanding public service in coordination of support for the sporting, entertainment and creative industries in response to the COVID-19 pandemic.

As Chief Executive Officer of VenuesWest, Mr Etherton saw first-hand the economic and community impact of the COVID-19 pandemic and responded promptly and effectively.

Recognising the implications of the pandemic for the sporting, creative and entertainment industries, Mr Etherton implemented key policies and flexible funding arrangements to assist with the long term financial viability of artists, clubs and venues. He led the cross government taskforce that established the \$159 million Lotterywest COVID-19 Relief Fund to assist the economic and social recovery of the Western Australian community.

Working with the Department of the Premier and Cabinet, WA Police, Department of Health and Western Australian Institute of Sport, Mr Etherton facilitated the return of elite athletes to multiple venues during lockdowns with special purpose Directions allowing WA Olympic hopefuls to resume training and remain competitive.

Mr Etherton was also involved in securing multiple events of national significance for Western Australia in the midst of the pandemic. As a member of the Steering Committee for the 2021 Toyota AFL Grand Final, he managed contract negotiations, amendments to COVID-19 Directions, adherence to safety protocols and liaison with key stakeholders in a constantly evolving COVID-19 environment. This led to the successful delivery of an event that would usually require more than 6 months planning with less than a month's notice.

Recognising an opportunity to help the broader community and reduce food waste, Mr Etherton coordinated and led an initiative to take over the kitchens at Optus Stadium with chefs from VenuesWest, VenuesLive (Optus stadium) and ASM Global (RAC Arena) to produce 20,000 packaged meals which were distributed by OzHarvest to people in need across the State. Demonstrating leadership, effective collaboration and quick decision making, Mr Etherton supported WA Police in rapidly establishing a fit for purpose Command Centre for COVID-19 operations at Optus Stadium. In extremely complex and challenging circumstances, he leveraged his role for the benefit of the Western Australian economy, and delivered maximum service to the people of Western Australia.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Helen Mary GLADSTONES**, Bassendean WA 6054

For outstanding public service through contributions to State security, and emergency preparedness and management.

Ms Gladstones has provided leadership to the Office of State Security and Emergency Coordination team at the Department of the Premier and Cabinet since 2017, advising the Premier, Ministers and senior officials on matters associated with State security and emergency management policy in Western Australia.

Ms Gladstones was instrumental in the establishment of the Security and Emergency Committee of Cabinet, a sub-committee of Cabinet. She has been a tireless contributor to the work of the State Emergency Management Committee as well as supporting fellow officers undertaking inquiries into bushfires and cyclones in Western Australia. Through her strong relationships with a wide network of stakeholders across Australia, she enables the State to maintain awareness of evolving terrorism and natural disaster issues and incidents. Her involvement and contribution also help to shape national approaches from a uniquely Western Australian perspective, delivering on the State's commitment to the National Counter Terrorism arrangements.

Representing Western Australia diligently on numerous interjurisdictional bodies, Ms Gladstones has been instrumental in establishing and maintaining the State's emergency management measures at an executive government level. She has been an advisor and at times official representative on the National Counter Terrorism Committee as well as other key inter-jurisdictional bodies. Through her enthusiasm and diligence, Ms Gladstones has contributed substantially to the maintenance of credible and productive State security and emergency management policy positions, ensuring both a sustained focus on these vital areas of public policy and the safety of the people of Western Australia.

## **PUBLIC SERVICE MEDAL (PSM)**

**Dr Clare Margaret HUPPATZ**, Shenton Park WA 6008

For outstanding public service through management of public health responses during the COVID-19 pandemic.

In early 2020, Dr Huppatz took over the role of Strategy Coordinator for the Public Health Emergency Operations Centre in response to the outbreak of COVID-19. By September 2021, she had assumed the role of Deputy Chief Health Officer in the Office of the Chief Health Officer where she was responsible for providing critical public health advice to guide WA's health response.

Dr Huppatz was instrumental in the development of key WA capabilities and strategies to manage COVID-19 including the health response to cruise ships and other maritime vessels, infection prevention and control guidelines, and key outbreak management requirements for hospitals, the community and quarantine hotels.

In July 2022, at short notice, she took over the role of leading WA's contact tracing service through the next wave of COVID-19. Her management and guidance of contact tracing services across the community, including outbreaks in residential aged care facilities and remote Aboriginal communities, ensured the most vulnerable members of the Western Australian community were protected.

Through her innovative and highly effective implementation of public health and social measures, testing, tracing, isolation and quarantine protocols, and COVID-19 vaccine initiatives, Dr Huppatz played a significant role in protecting the WA population from the full effects of COVID-19.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mrs Elizabeth Mary MacLEOD**, Swanbourne WA 6010

For outstanding public service in the management of the health response during the COVID-19 pandemic.

As Lead Chief Executive COVID-19 Health Operations, in addition to her substantive Chief Executive function, Mrs MacLeod's leadership was crucial to the coordination of health operations across Western Australia, as well as bringing together the respective health services executives.

Mrs MacLeod's tireless efforts working around the clock to guide WA throughout the pandemic were instrumental in ensuring readiness and effective responses including establishing COVID-19 testing clinics, conducting healthcare worker recruitment drives and building emergency bed capacity across the WA health system. Through the establishment of the WA COVID-19 testing system she ensured that up-to-the-minute insights were provided to the WA Government to inform decision making. Once established, the system was rolled out to all COVID-19 clinics across the State within a fortnight.

Mrs MacLeod led the development of the WA Health COVID-19 Framework for System Alert and Response (SAR). The SAR was developed to assist hospitals and health services manage the risks of COVID-19 transmission in a consistent and coordinated manner while ensuring the provision of appropriate care and safety for patients, staff and visitors.

A powerful advocate for patient centred care and the need to support the health workforce, Mrs MacLeod is an outstanding example and mentor to many people in WA Health aspiring to leadership positions. Her selfless commitment to her staff and colleagues - and through them the public health system - was critical to the WA Government meeting public expectations for the management of COVID-19.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Anthony Xavier SUTTON**, East Fremantle WA 6158

For outstanding public service in supporting the sustainable development of the resources, minerals and energy sectors of Western Australia.

Mr Sutton has excelled in his roles as Executive Director, Hydrogen and New Energies, (Department of Jobs, Tourism, Science and Innovation; 2021-2023), and Director/Executive Director (Department of Water and Environmental Regulation; Office of the Environmental Protection Authority; 2011-2021).

Mr Sutton is the principal WA Government lead for the development of the hydrogen and batteries metals industries. Both industries offer realistic pathways for low carbon alternative energy supplies for the State and the world, and diversification of the State's economy.

As Director/Executive Director of Environmental Protection Authority Services, his experience in the Western Australian public sector and knowledge of the natural environment ensured the Environmental Protection Authority was provided with high quality advice to enable sustainable development across Western Australia. Mr Sutton has overseen the delivery of the State's Hydrogen Roadmap goals from development through to implementation. He was instrumental in leading the implementation of the WA Future Battery and Critical Minerals Industries Strategy to develop downstream processing of minerals used for battery production.

As Director/Executive Director for EPA Services, Mr Sutton oversaw the preparation of environmental impact assessment advice for all major projects for Western Australia and oversaw ground breaking reforms of the environmental impact assessment process, including the implementation of risk and outcome based conditions setting.

Mr Sutton's leadership in cross government coordination has ensured that investment opportunities in Western Australia are promoted across the world, that investor interest is captured, investment proposals are appropriately facilitated through the Government and that the right rules and processes are in place. This has been vital to diversifying the Western Australian economy.

## **PUBLIC SERVICE MEDAL (PSM)**

### ***South Australia***

#### **Dr Jonathan GORVETT, SA**

**For outstanding public service in emergency management and intergovernmental relations.**

Dr Jon Gorvett has held a key role for South Australia in negotiations and responses on several issues of national significance, including early childhood education, health reform, the National Disability Insurance Scheme, counterterrorism, and most importantly intergovernmental relations and emergency management, both from a delivery and a policy reform perspective. In particular, Dr Gorvett has led the Department of the Premier and Cabinet's intergovernmental relations and emergency management section, and the associated interactions with the Commonwealth and other state and territory governments during the most extraordinary times for South Australia such as COVID-19 and severe natural disasters.

Dr Gorvett had significant involvement in the management of COVID-19 over the duration of the Major Emergency Declaration which was in effect for 794 days. He supported the Premier of South Australia in the coordination of South Australia's input to National Cabinet and the emergency response to COVID-19, involving interactions and joint responses with and between, the states and the Commonwealth in areas such as movements across borders, quarantine roles, contact tracing arrangements, international travel, and economic and local recovery.

Simultaneously with the COVID-19 response, Dr Gorvett led emergency management and recovery teams in response to the catastrophic and chronic bushfires in 2019/2020, where many areas of South Australia were affected including the burning of almost 50 percent of Kangaroo Island's area. Dr Gorvett swiftly formed strong relationships with new Federal government relief agencies, Local Government bodies and many charitable organisations to assist with the recovery effort.

Dr Gorvett has provided outstanding service to South Australia, developing, and delivering solutions to minimise these emergencies' impact on the community and his leadership has directly supported South Australians during personal hardship.

## **PUBLIC SERVICE MEDAL (PSM)**

**Dr Christopher William LEASE**, Upper Sturt SA 5156

For outstanding public service to the people of South Australia during the COVID-19 pandemic response.

Dr Christopher Lease has spent his entire career focused on improving the lives and particularly the health, of all Australians. His outstanding service has been demonstrated when he was appointed Deputy Chief Public Health Officer in response to the COVID-19 pandemic.

Dr Lease held the most critical and challenging role over the three-year pandemic period as stakeholder engagement with every sector outside of health including but not limited to government and non-government organisations, the business sector, tourism, the arts, education including universities, sport and recreation, primary industries, energy and mining, transport, building and construction, Parliament, hospitality, local government and correctional services.

A key and deliberate pandemic pillar for South Australia was maintaining public confidence, which was successful due to Dr Lease's leadership and collaboration. He led the COVID Management Plan strategy and implementation in South Australia which included rapidly developing online training for businesses and COVID marshals, and setting up a rigorous but streamlined and transparent process. Dr Lease spent many hundreds of hours providing advice directly to key community stakeholders regarding COVID safe behaviours, timely information on changes to public health and social measures, updates on the pandemic epidemiology, the SA COVID strategy (including when and why it differed from other jurisdictions), vaccines and new treatments as they became available.

Without Dr Lease's invaluable contribution, South Australia would not have successfully kept schools open, hosted three Adelaide Arts, Fringe and WOMADelaide Festivals, saw the first marathon being run anywhere in the world during the pandemic, hosted international cricket events and kept local and national football competitions operating.

Dr Lease played a vital role in supporting the wide breadth of sectors during the pandemic, ensuring not only positive health outcomes for the community but also social and economic recovery for South Australia.

## **PUBLIC SERVICE MEDAL (PSM)**

**Dr Neil Frederick MAYCOCK**, Linden Park SA 5065

For outstanding public service in providing safe and high-quality care for patients in public hospitals.

Dr Neil Maycock was the Director of Anaesthesia at the Royal Adelaide Hospital (RAH) for over 19 years. Throughout this tenure Dr Maycock ensured that patients received high quality care at a time when they are most vulnerable.

Dr Maycock has been a consummate professional throughout his career and advocates for patient care, improving the quality of training for future generations of young doctors, and uses scientific evidence to continuously enhance the medical resources delivered in South Australia. Dr Maycock's portfolio became one of the largest public anaesthetic Departments in Australia and supported Departments outside of his jurisdiction including Pain Service, Anaesthetic Outpatient Clinic and the Department of Hyperbaric Medicine.

Always acting in the best interests of the patients, Dr Maycock advocated for safe and high-quality care, extending across patients receiving care in the public hospital system, and health professionals providing care. This exceptional customer service was recognised by SA Health as Dr Maycock played an integral role as one of the four health professionals involved in the planning and implementation of the new Royal Adelaide Hospital (RAH), in particular focusing on the clinical template and Models of Patient Care. Upon completion of the new RAH, the logistical move was a significant challenge for all employees and he led the process to ensure service continuity and patient care was not compromised.

Dr Maycock also supported and mentored generations of trainee anaesthetists through teaching, examination preparation, and in-theatre clinical training, with more than 500 junior doctors passing through the Department under his guidance. His ability to work across a multidisciplinary group of professionals collaboratively has improved public healthcare in South Australia and he has left a tremendous legacy for the continuing success of the Department of Anaesthesia at the Royal Adelaide Hospital.

## **PUBLIC SERVICE MEDAL (PSM)**

**Dr Kathleen Margaret OPHEL-KELLER**, Mitcham SA 5062

For outstanding public service to the agricultural industry through research and innovative leadership.

Dr Kathy Ophel-Keller has provided service excellence to the public sector for over 25 years at the South Australian Research and Development Institute (SARDI) in the research division of the Department of Primary Industries and Regions South Australia (PIRSA).

Dr Ophel-Keller provided oversight of SARDI Aquatic and Livestock Sciences, Crop Sciences and Food Sciences to deliver applied research to grow South Australia's primary industries of food and wine. This included leadership of over 320 scientific, technical and support staff working across ten regional research centres in the State. Primary industries and agribusinesses are a major contributor to the prosperity of South Australia, and Dr Ophel-Keller led and developed the SARDI strategic plan to drive future research priorities.

The key research initiatives established by Dr Ophel-Keller have helped to build more resilience to future droughts across the pastoral, low, medium, and high rainfall zones of South Australia, advance the sustainability of the wine industry sector and reduce the impact of soil-borne diseases on the grains, wine and horticulture sectors. She was part of a team which developed a unique DNA-based soil diagnostic technology, Predicta B. This work has enabled an advanced diagnostic service to measure soil pathogens. Predicta B is used by growers and consultants throughout Australia to identify soil and stubble-borne disease risks, and better informs crop and variety selection decisions to minimise yield losses.

Dr Ophel-Keller recognised the value of early career scientists in the future of agriculture and strongly advocated for the importance of increasing diversity, particularly mentoring females to advance into senior leadership roles within the agriculture industry. She initiated and implemented an internship program that has now established a highly sought after pathway for the next generation to learn and develop their skills to build a successful research career in primary industries.

## **PUBLIC SERVICE MEDAL (PSM)**

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

**Ms Bobby ANTONIOU**, Chifley ACT 2606

For outstanding public service to public health, as the Liaison Officer for the ACT COVID-19 Clinic Health Emergency Centre.

Ms Bobby Antoniou is the Liaison Officer for the ACT's COVID-19 Clinic Health Emergency Centre (CHECC), a role which requires her to liaise between the CHECC and the ACT's public health facilities in relation to the pandemic response. Additionally, she is the central point of contact for all ACT academic institutions who have health care students on ACT placements, in relation to matters pertaining to the ACT's COVID-19 response.

As the single point of COVID-19 contact for the ACT health facilities and academic institutions, Ms Antoniou was able to provide up to date advice, informed by public health, infection prevention and control, and infectious diseases. Ms Antoniou also provided critical coordination of emergency relief staff to aged care facilities when they were impacted by COVID-19 outbreaks and severe staff shortages. She provided timely and accurate information on relief staff availability to outbreak management teams.

Ms Antoniou demonstrated exceptional commitment to the COVID-19 response, which allowed ACT health facilities and academic institutions to feel supported, and to protect their patients, staff and the community. She was integral in guiding the COVID-19 response by providing timely and up to date advice.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mrs Vanessa Lee HOBAN**, Banks ACT 2906

For outstanding public service to public health in the ACT's clinical response to COVID-19.

Mrs Vanessa Hoban is a Clinical Nurse Consultant at Canberra Health Services. Normally she manages one of Canberra Health Services general medical wards but when the COVID-19 pandemic started to affect Canberrans, she was the first to put her hand up to take a lead role in the clinical response. Her ward was then converted into a COVID-19 positive ward, where patients with significant disease were managed.

Mrs Hoban established and managed this ward, dedicating her time and effort to her patients as well as her team. Her ability to reassure staff and patients during the early days of the pandemic was remarkable. There were many unknowns, and the requirements for impeccable use of personal protective equipment (PPE) to prevent transmitting or catching the virus was intense. Mrs Hoban used humour, role modelling and a calm, pragmatic approach with both staff and patients.

Her dedication to her team's wellbeing resulted in a safe and rewarding environment. Her attention to patient care meant that, where possible, the needs and wishes of patients were met. Mrs Hoban epitomised the true nursing spirit. Her professionalism and commitment to exceptional service has had a long-lasting impact on those she cared for, but also for the staff she managed and the stakeholders she interacted with. Mrs Hoban ensured that the on-boarding, processes, feedback, and training for staff was at such a high level that the risks of transmission were well managed and controlled.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mrs Lana Carol JUNAKOVIC**, Hackett ACT 2602

For outstanding public service in developing improved workplace arrangements within the Office of the ACT Government Solicitor.

As the General Manager of the Office of the ACT Government Solicitor, Mrs Lana Junakovic has used her abilities in strategy, budget outcome, accountability, and relationship management to help manage operations and to implement new working structures to help the office to continue to meet client demands for legal services in a timely and professional manner. She has implemented a practice group structure with enhanced oversight arrangements to help the office allocate and distribute work efficiently and meet the demand for legal services.

Mrs Junakovic has worked to expand the outposted solicitor arrangement to enable directorates and agencies to connect to legal experts for specific complex legal requirements. This arrangement has allowed the Office to meet its clients' needs while providing the outposted solicitor the opportunity to broaden their knowledge and skill set, enhancing the capability of the organisation.

Mrs Junakovic has also been responsible for negotiating and implementing Enterprise Agreements for the Justice and Community Safety Directorate, in diverse workforces such as ACT Fire and Rescue, the ACT Ambulance Service, Correctional Officers, and the Legal Professionals. These negotiations have improved the operational responsiveness of these agencies and were conducted alongside her ordinary responsibilities in strategic human resources.

Mrs Junakovic has made significant contributions to the ACT Public Service by providing strong leadership and sharing her extensive knowledge to improve operations in workplaces.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Daniel James LALOR, ACT**

For outstanding public service to public health as the Director of Pharmacy at Canberra Health Services.

Mr Daniel Lalor is the Director of Pharmacy at Canberra Health Services and has been instrumental in supporting the clinical COVID-19 response, through his responsiveness, innovation, direct clinical support, and in ensuring the clinical safety of the storage, use and prescribing of all COVID-19 medications.

Mr Lalor was instrumental in supporting the ACT's COVID-19 response. He oversaw the implementation of the storage, tracking, monitoring and administration of COVID-19 vaccines, including cold chain management and the use of ultra-low freezer technology for the first time in the ACT.

Mr Lalor worked tirelessly behind the scenes to assist in the holistic, clinical response to COVID-19. He rapidly developed a skilled workforce comprising of existing skilled pharmacists and nurses, in addition to implementing new classifications of workers of which regulatory changes were required that Mr Lalor contributed to.

Mr Lalor provided timely and proactive advice to clinicians with regards to the use of medicines to treat patients with COVID-19, including in the early days of the pandemic when an evidence base was lacking. He oversaw the stock management, storage and distribution of National Stockpile Medicines for the whole of ACT, and ensured constant pharmacy advice and medicine provision.

The ACT pandemic outcomes which include being the fastest, most vaccinated city in the world, low hospitalisation rates and low death rates, are in part attributable to Mr Lalor's commitment, expertise and willingness to lead from the front as the Director of Pharmacy.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Margaret Anne McMANUS**, Farrer ACT 2607

For outstanding public service to public health as the nursing lead for the ACT COVID@Home program.

Ms Margaret McManus was the nursing lead for the ACT COVID@Home program. This program was developed quickly to support Canberrans with COVID-19 to receive care at home to monitor disease progression, particularly for those at high risk of severe disease, provide anti-virals, information and rapid escalation in care when required.

In this role she recruited, trained and managed the nursing and General Practitioner team. She developed the necessary protocols and procedures for the program, working closely with a range of stakeholders to develop the telephone systems, data reporting, home monitoring equipment distribution, and care pathways. Ms McManus often had to work against the odds of uncertainty, surges in demand, technology challenges, anxiety and fear in the community. Despite this, she was always professional, gentle and tenacious in her work and her passion and commitment to assisting members of the community was extraordinary.

She went above and beyond for patients and ensured parents of young children had access to medicine and food, and insisted families from culturally diverse backgrounds had access to information they could understand. As the evolving treatments became available for COVID-19, Ms McManus ensured nurses were appropriately trained to deliver the treatments and liaised with a range of stakeholders to ensure rapid access for patients. This often involved logistical challenges of transporting COVID-19 positive patients to treatment areas.

The COVID@Home program continues today under Ms McManus' leadership and is being transitioned to a permanent virtual care service in the ACT. As a result of Ms McManus' leadership, the ACT provided patient-centric, safe, and effective outcomes to the community.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr David Andrew MATTHEWS**, Kaleen ACT 2617

For outstanding public service in leading the ACT Education Directorate's transitions to remote learning and back to face-to-face learning.

Mr Matthews led the ACT Education Directorate response to the COVID-19 pandemic which included the transition to remote learning in ACT schools and subsequent transitions back to face-to-face learning. He also led the establishment of nine 'Safe and Supervised School Sites', where schools remained open for those who needed to attend, such as children of essential workers, vulnerable children and those with additional needs.

He was instrumental in returning students to on-campus learning in term two 2020 and for leading the development of the Education Directorate's 'roadmap' for public schools. This 'roadmap' provided guidance for members of the school community as broader easing of restrictions were introduced into the ACT. This period also saw him review and reflect on the 2020 response and develop a rigorous program of work to prepare the Directorate for future lockdowns and remote learning.

He established a dedicated COVID-19 response team, and under his leadership, the team was able to design a framework for further lockdowns based on the Australasian Inter-Service Incident Management System (AIIMS). Following the lockdown announcement in August 2021, this framework was implemented with the Directorate moving into emergency response. The nationally recognised system allowed the Education Directorate to clearly communicate and integrate with the broader emergency services response.

Mr Matthews' achievements were pivotal in ensuring that the ACT education system was able to support young people, teachers and the community through the response to COVID-19. His leadership and ability to bring others through an unprecedented period of crisis showed his resilience, foresight, and personal commitment to generating the best possible outcome for his community and the students of the ACT.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Stacey Narelle MATTHEWS, ACT 2906**

For outstanding public service in supporting the ACT's Whole of Government COVID-19 response.

As Executive Branch Manager, Office of the Coordinator-General, Whole of Government COVID-19 (Non-Health) Response and Commonwealth State Relations, Ms Stacey Matthews has responsibility for supporting and briefing the ACT Chief Minister and the ACT Government Head of Service under the National Cabinet and First Secretaries Group (FSG).

Since March 2020, there has been 75 National Cabinet meetings and 75 FSG meetings, and Ms Matthews has supported the ACT Government in preparing for these meetings, ensuring a whole of government lens is provided to the briefings and recommendations. Ms Matthews understands the value of building a strong team. She is a strong leader who is very action oriented. Her work over the three years of the pandemic has required her to lead a team, working under significant pressure, with energy and enthusiasm, providing positive motivation to the team.

Ms Matthews is a strong, professional public servant. She is responsive, able to set priorities and flexible enough to deal with urgent issues as they arise. Ms Matthews has demonstrated her strength in collaboration over the COVID-19 pandemic response. Her relationship with the ACT Health Directorate and Canberra Health Services was integral to achieving strong results for ACT Government's COVID-19 response. She was also required to build strong working relationships with the broader ACT Public Service and with external stakeholders.

Ms Matthews has developed trusting and respectful relationships throughout the ACT Public Service and with the Commonwealth, which led to positive outcomes for the ACT community and the ACT Public Service.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mrs Melissa Kate O'BRIEN**, Calwell ACT 2905

For outstanding public service to public health through leadership and practical assistance to the ACT's COVID-19 response.

Mrs Melissa O'Brien is a senior nursing leader at Canberra Health Services. During the COVID-19 response, she was responsible for the nursing teams which established the public testing response, vaccination clinics, and Walk-In Centres. She was instrumental in the establishment of the drive-through testing centre at Exhibition Park in Canberra. Her can-do attitude assisted in the establishment of the testing centre undertaking its first test within 48 hours from inception. Her role in this required a significant level of leadership and coordination between multiple teams and agencies.

Mrs O'Brien was one of the first nurses called upon when Canberra Health Services was asked, after-hours, to stand up a team to take over the management of a large residential aged care facility due to a major COVID-19 outbreak. Mrs O'Brien responded with speed, professionalism, and an absolute commitment to ensure a person centred, safe approach.

Mrs O'Brien was critical to Canberra Health Services efforts to implement changes to nurse-led Walk-In Clinics to continue to provide prompt, urgent primary care to the community. She helped establish the COVID-19 specific Walk-In Centre which provided prompt, safe and easy access for people with COVID-19 who had other health issues needing face-to-face care. This not only provided a service to the community but took pressure off Emergency Departments.

**Mr Joshua Leonard RYNEHART**, ACT

For outstanding public service in leading Access Canberra's COVID-19 response.

As Executive Branch Manager for Planning and Strategy within Access Canberra, Mr Josh Rynehart was tasked with forecasting future impacts and changes, including impacts of Public Health Directions, on the operating environment of Access Canberra. His role was to ensure the organisation was able to rapidly implement, create and modify its operating arrangements to meet the quickly evolving pandemic situation and the government's public health measures.

The extent and pace of change along with the requirement for risk-based decisions, rapid innovation, service delivery changes and effective regulatory compliance was unprecedented for both Access Canberra and the ACT Government. He directly contributed to the success of Access Canberra during this remarkable period, and also ensured that the needs of the ACT Government and the community were being fully met at all times. He operated selflessly and with the utmost dedication and integrity.

Mr Rynehart's contributions to Access Canberra in responding to the COVID-19 pandemic situation and supporting whole-of-government decisions and priorities were outstanding. His individual leadership was instrumental to the success of Access Canberra, and played a direct contributing role to the ACT Government's COVID response and success.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Ajay SHARMA**, Theodore ACT 2905

For outstanding public service to finance, and in strengthening accountability and transparency throughout the ACT Public Service.

Mr Ajay Sharma is currently Assistant Auditor-General, Financial Audit. In this role he provides expert technical advice to Treasury and across the ACT Public Service on accounting policies. He is recognised for his work on the improvement of accountability and transparency. He provides leadership and guidance to the ACT Auditor-General and ACT Public Service to resolve complex, sensitive, and contentious accounting and auditing issues.

Mr Sharma has also provided significant contributions to policy, most notably on the interpretation of financial statements during his time in the ACT Audit Office. Mr Sharma has built strong, productive relationships with ACT Government Public Servants, and members of the Legislative Assembly. He finds and presents solutions both within the ACT Audit Office and when working with ACT Government agencies. He has a willingness to work with stakeholders to make sure financial statements are understandable and useful to all readers and not just compliant with requirements. He is known for going out of his way to encourage and support staff across the ACT Audit Office.

He has exceptional communication and people management skills and excels at creating an environment where team members are valued, respected, and encouraged to meet their full potential. He fosters staff development and invests time in sharing his expert technical knowledge and extensive public sector audit experience with members of his team.

**Ms Emily SPRINGETT**, ACT 2601

For outstanding public service in leading Access Canberra's COVID-19 response.

Since the beginning of the COVID-19 Pandemic, Executive Branch Manager, COVID-19 Response, Compliance and Communications, Ms Emily Springett led, and was instrumental in, ensuring effective service delivery and engagement with key stakeholders and the community, and for coordinating and modifying COVID-19 compliance activities in conjunction with other ACT Government partners.

She played a leadership role in ensuring Access Canberra could maintain effective service delivery while also upholding its regulatory protection functions, despite significant external impacts and pressures. Her role directly contributed to the leadership and direction of Access Canberra to ensure the workforce remained engaged, the community understood service changes and compliance activities, reporting and governance were sound, and that they were successful in coordination across government and with key partners. She oversaw rapid innovations and changes in service delivery methods, regulatory compliance approaches, and engagement with key stakeholders and the community.

Ms Springett has displayed the highest levels of leadership over the pandemic in her role as an Executive Branch Manager and has directly contributed to the success of Access Canberra during this period. She ensured that the needs of the ACT Government and the community were being fully met at all times. She operated selflessly and with dedication and integrity.

**Mr Howard Douglas WREN ASM**, Jerrabomberra NSW 2619

## **PUBLIC SERVICE MEDAL (PSM)**

### For outstanding public service to public health and leading the ACT Ambulance Service through the COVID-19 pandemic.

Mr Howard Wren is the Chief Officer of the ACT Ambulance Service. He is a highly respected member of the ACT Emergency Services Agency Executive Team and highly regarded by his workforce. Mr Wren displays a consistent high level of leadership and dedication to the service and his peers.

During the onset of the COVID-19 pandemic in 2020, Mr Wren provided a level-headed way of thinking and flexibility to maintain his workforce whilst also contributing to the ACT Government COVID Response. Mr Wren has been a key leader within the ACT Emergency Services Agency for all elements of the Agency's support to the ACT community in relation to the whole of government COVID-19 response.

Through his direct actions, the ACT Ambulance Service was able to sustain business-as-usual operations and maintain emergency response times, maintain the health and wellbeing of the workforce, provide strategic input into the broader Government response to the pandemic, and ensure staff were informed and engaged by being a key information conduit during the pandemic.

During the 2021 ACT lockdown, Mr Wren worked alongside his peers within the ACT Health Emergency Control Centre, as well as alongside other ACT Emergency Services Agency Senior Officers, to provide planning and outbreak control support to Public Health officials. Mr Wren worked to ensure that the ACT response arrangements were as effective as possible, all whilst prioritising the health, safety, and wellbeing of frontline paramedics. Because of Mr Wren's unwavering, professional and compassionate leadership, combined with his dedication to keeping the community safe and making sure that his staff were well supported, the ACT Ambulance Service continues to be one of the best performing Ambulance Services in Australia.

## **PUBLIC SERVICE MEDAL (PSM)**

### ***Northern Territory***

**Ms Jennilyn Ellen DANIEL-YEE, Darwin NT 0800**

**For outstanding public service to the Northern Territory public sector.**

Ms Jennilyn Daniel-Yee has been a Northern Territory Public Servant since 1982 and has made significant contributions to law reform and legal practice in the Northern Territory Government with expertise relating to government policy and legislation development.

Ms Daniel-Yee has consistently provided high quality, well-considered legal advice to the NT Government for some 40 years' and has been responsible for the development of the Attorney-General's legislative program for over 20 years, including youth justice legislation, civil litigation procedural reforms, oaths, affidavits and declarations reforms and more recently reforms relating to alcohol and gaming, sentencing, domestic and family violence, victims of crime, the regulation of the sex industry, and a major review of the Anti-Discrimination Act.

Ms Daniel-Yee has been pivotal in the implementation of the Northern Territory's response to the Royal Commission into Institutional Responses to Child Sexual Abuse. Ms Daniel-Yee continues to lead changes to policies which will provide positive outcomes for the Northern Territory and the justice system, including those who are most vulnerable.

As a leader Ms Daniel-Yee always displays professionalism, respect and unwavering support and encouragement to her staff and colleagues. She has a highly ethical approach to her work and personal interactions and has become a trusted source of advice for Ministers, Members of Parliament, senior officials and other government agency personnel at all levels.

Ms Daniel-Yee is a widely respected role model and has had a measurable impact as a passionate advocate for those working in the legal field. Ms Daniel-Yee has devoted herself to sustained and selfless service to the Public Sector, is committed to delivering public value, going over and above what is required and exemplifying the virtue of good citizenship.

Ms Daniel-Yee has significantly contributed to the development of the legal profession in the Northern Territory, noting that the lawyers she has mentored have reached the highest level of the legal profession and these lawyers have moved into judicial, special counsel and CEO roles.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mrs Nicola Anne HUNTER, NT**

For outstanding public service to the Northern Territory public sector during the COVID-19 pandemic.

Ms Nicola Hunter was employed by the Department of Health within the Emergency Operations Centre (EOC) and was part of the team that led the Northern Territory emergency response to the COVID-19 pandemic, ensuring the safety of the NT community, as well as facilitating and supporting the safe return of thousands of Australians stranded overseas as a result of the pandemic.

In her various roles Ms Hunter reviewed, developed and drafted plans including Outbreak management framework and plans (remote/urban/remote evacuation), Home Based Quarantine plans, NT Residential Aged Care Services Outbreak Management Plan, Marrara Surge Testing Roster, Major Event COVID-19 plans, NT COVID-19 Document Pyramid Hierarchy and NT outbreak template for a high risk residential facility.

Ms Hunter contributed positively to ensuring that the Northern Territory was well positioned to respond to the challenge of COVID-19, particularly in remote communities. Ms Hunter was instrumental in the development of the Rapid Response Teams, a Territory wide response capability designed to minimise the risk of infection and spread of COVID-19 in remote communities.

Ms Hunter prepared remote community residents for potential outbreaks, ensuring that these communities were well informed and resourced to manage the risk of COVID-19 in an informed and safe manner. Building on this engagement, Ms Hunter designed and delivered scenario exercises to improve remote outbreak response arrangements, with the establishment of the Rapid Response Teams, comprised of specialised staff drawn from Police and Health. The exercises delivered by Ms Hunter, as well as her ongoing involvement in the deployment of these teams was instrumental in minimising the spread of COVID-19 across remote communities.

Ms Hunter is a highly qualified and experienced operator with exceptional management skills. These skills were regularly displayed in her work to deliver the numerous plans that were required in preparation and during the COVID-19 pandemic. Ms Hunter's ability to network, communicate and negotiate often in challenging and uncertain times, across NT Government agencies, commonwealth agencies and non-government agencies was exemplary.

## **AUSTRALIAN POLICE MEDAL (APM)**

### ***Federal***

#### **Assistant Commissioner Krissy Lee BARRETT**

In 2001 Assistant Commissioner Barrett, while undertaking a degree in Criminal Justice, completed a 12-week internship in the Australian Federal Police's (AFP) Melbourne Office, and upon graduating started her AFP career as an Investigative Assistant.

Assistant Commissioner Barrett worked in the areas of financial management, administration, client liaison, and Protection Intelligence (including the AFP's Bali response), before deploying to the Solomon Islands in 2003 as part of the AFP's first contingent of the Regional Assistance Mission to the Solomon Islands.

Assistant Commissioner Barrett began AFP recruit training in 2005 before commencing duties in ACT Policing. Her career in ACT Policing would see her undertake roles in a variety of areas including General Duties, Watch-house, Ministerial & Policy, Media and Public Relations, Communication and, Drug & Alcohol Policy. Upon her return from maternity leave, Assistant Commissioner Barrett became ACT Policing's first Patrol Sergeant to work part time, and in 2015 she was awarded the Mark Scott Memorial Legacy Scholarship and completed a research study into gender roles in frontline policing'.

In 2015 Assistant Commissioner Barrett moved to Fraud and Anti-Corruption as the Acting Superintendent of the Serious Financial Crime Task Force, and was later promoted to Superintendent in 2017. From 2017 she was the National Superintendent Money Laundering and also undertook the duties of Commander Organised Crime and Manager Fraud and Anti-Corruption. Promoted to Commander in 2019, she returned to ACT Policing as the Deputy Chief Police Officer Capability and Community Safety.

In 2020 Assistant Commissioner Barrett transferred to AFP Southern Command in Melbourne as Commander Operations and was later promoted to Assistant Commissioner Southern Command in 2021. In February 2022 she was named the AFP's First Nations Champion, and continues to promote a healthy and inclusive workplace culture, create awareness and advocate for diversity groups within the AFP.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Superintendent Jason Alexander BYRNES**

Superintendent Jason Byrnes joined the Australian Federal Police (AFP) as a recruit in January 1991 before commencing his career in ACT Policing General Duties. He deployed to Cyprus to support the United Nations Mission for peacekeeping in 1999, and was involved in the Regional Assistance Mission Solomon Islands before moving into the International Deployment Group where he directly contributed to the establishment of the structure and operating methodologies of the program.

From 2005, Superintendent Byrnes was the Manager of Cairns Office, leading and managing both investigations and intelligence teams in Cairns, Townsville and Thursday Island. He has undertaken roles within Internal Audit and Business Analysis and Professional Standards where he coordinated investigators across Brisbane, Sydney, Melbourne and Honiara.

In 2011 Superintendent Byrnes returned to the International Deployment Group (IDG) where he was deployed to Afghanistan and, later, Malaysia. In January 2020, he transferred to the Learning and Development Command as the Coordinator for Recruit and Regional Training; leading the unit through unprecedented recruitment numbers during a particularly challenging period due to COVID-19. Despite the pandemic and its associated challenges, the unit graduated 331 new police and protective service officer recruits in 2021. This continued throughout 2022, resulting in record numbers of graduates passing through the AFP College.

This has strengthened the AFP's ability to continue to navigate and impact the criminal environment during the pandemic, whilst directly supporting the frontline, ensuring recruit-graduates hit the ground running and are equipped with the skills and knowledge required to effectively contribute to their new teams. This has been achieved whilst navigating COVID-19 cluster outbreaks within the college environment, government isolation requirements, adaptive and remote learning, managing isolation wards within AFP accommodation wings and continuing to deliver recruit graduations and events within the parameters of ACT health regulations, so the traditions and cultural aspects of a recruits' training culmination, is protected.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Commander Joanne Lee CAMERON**

Commander Cameron commenced with the Australian Federal Police in March 1997 and was assigned to ACT Policing at the conclusion of her recruit training.

Over the next 20 years, Commander Cameron held a number of different roles across diverse portfolios in ACT Policing including General Duties Response, Criminal Investigations, Intelligence, Family Violence and Community Safety. Commander Cameron's contribution and service in these areas was acknowledged in 2016 when she was awarded the ACT Community Protection Medal for her sustained distinguished service to the ACT community particularly in the field of family violence. In 2017 Commander Cameron was also awarded the ACT Neighbourhood Watch (NHW) Chief Police Officer's Award, recognising outstanding service by an individual who has contributed to NHW and the concept of community policing in the ACT.

Commander Cameron moved to AFP Crime Operations in 2017 where she worked in Victim Based Crime and National Response Operations. In 2020, Commander Cameron attended Australian Defence Collage where she undertook the Defence Strategic Studies Course, providing senior leaders and managers with the knowledge and skills required to operate successfully in a complex and contemporary security environment.

In January 2021 Commander Cameron transferred to Policing Development and Innovation where she led initiatives focussed on ensuring the AFP remains future-focussed and maintains pace with innovative solutions driving frontline efficiency. In August 2021, Commander Cameron re-joined ACT Policing, leading the COVID-19 Taskforce during the 2021 ACT lockdown period.

The introduction of stay-at-home orders changed the dynamic of the response to COVID-19 in the Territory, requiring the expansion of ACT Policing support to ACT Health and enforcement of the local Health Directions. Commander Cameron provided significant enhancement to the governance surrounding ACT Policing's involvement in both the operational response to the pandemic and leading key internal initiatives to protect the workforce.

The ACT Policing COVID-19 Business Continuity and Response Escalation Plan', the primary governance document prepared by Commander Cameron, remains relevant and active today.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Sergeant Mark Graham SPENCE**

Sergeant Mark Spence headed the Australian Federal Police's (AFP) Operation PROTECT Coordination Centre (OPCC) from its establishment in March 2020 until November 2021. As the repository for information across the AFP, the OPCC operated seven days a week to provide COVID-19 advice to staff undertaking operational activities. Sergeant Spence established recording and reporting practices that facilitated easy access to information and timely responses to members.

Sergeant Spence was the AFP lead for the Centre of National Resilience (CNR) at Howard Springs, Northern Territory (NT), supporting the security of the quarantine facility to allow for safe and secure repatriation of Australian citizens. This was followed by the coordination of personnel from across the AFP to deploy for NT Repatriation Assist. The AFP, in partnership with the Australian Defence Force and NT Police, provided uniform patrol and law enforcement resources at the facility. Furthermore, Sergeant Spence identified a contingency of 50 members ready to deploy at short notice to support Pacific nations should the need arise.

Sergeant Spence represented the AFP in a number of inter-agency committees established to coordinate Commonwealth agency activities, such as international arrivals, quarantine arrangements, domestic travel, and public disease transmission prevention through Health Orders. Sergeant Spence's thorough briefings to the leadership allowed for timely decisions by the Senior Executive for the implementation of COVID-19 plans and activities. His subject matter expertise in respect to health orders and restrictions which impacted on AFP operations and AFP personnel in a dynamic and ever changing environment was second to none - consistently researching matters to provide advice that was accurate, timely, and practical for operational planning.

Sergeant Spence's extraordinary level of sustained service ensured the AFP maintained its core functions whilst protecting the safety and security of its staff.

### **Sergeant Keith Joseph TAYLOR**

Sergeant Keith Taylor began his career with the Australia Federal Police (AFP) in April 1988 as a police recruit. Upon graduating, he was assigned to uniformed policing at the Melbourne Airport and later moved into the Drug Investigations Team. In 1990 Sergeant Taylor transferred to the Physical Evidence Unit in the AFP Perth office, where his career in the field of forensics commenced.

Sergeant Taylor is currently the Team Leader of crime scenes in the Western Command and has held that position since 1998. He has lead the forensic response and operational delivery in numerous high-profile investigations across a number of different crime types, through Counter Terrorism Investigations, Disaster Victim Investigation Operations, Drug Operations and International responses. These investigations include: Forensic Case Officer Bali Nine (2005); Operation PALLARENDA (the SIEV221 disaster at Christmas Island in 2010), Operation AREW (downing of MH17 in Ukraine 2014), Operation LONGLEAF (missing flight MH370 in 2014), and Operation IRONSIDE (organised crime encrypted communications).

Sergeant Taylor has a broad knowledge of and extensive experience across policing and the forensics portfolio. The majority of his career has been dedicated to forensics where he has provided mentoring and leadership, driven AFP investigations both nationally and internationally, built strong relationships with partner agencies, and directly contributed to successful frontline policing outcomes.

# **AUSTRALIAN POLICE MEDAL (APM)**

## ***New South Wales***

### **Detective Superintendent Steven Paul CLARKE**

Detective Superintendent Steven Clarke graduated from the NSW Police Academy on 29 January 1988 and commenced duty at Scone. In 1992 he transferred to Inverell and in July 1997 commenced his career in criminal investigations.

Detective Superintendent Clarke's investigative and leadership skills were recognised when he extensively relieved as a Detective Sergeant. In June 2002 he was promoted to Detective Sergeant at Inverell. In October 2005 he was promoted to Detective Inspector as Crime Manager at Richmond Local Area Command. In August 2009 he transferred to Mid North Coast as a Crime Manager.

In 2014 Detective Superintendent Clarke initiated Strike Force Rosann and commenced the investigation into a missing child. He relieved extensively as Commander at Mid North Coast Local Area Command and Hunter Valley Local Area Command. In September 2016 he was promoted to Superintendent and Commander of the Hunter Valley Local Area Command.

While Commander he oversaw the challenging process of re-engineering and the formation of the new Hunter Valley Police District comprising of the former Hunter Valley Local Area Command and portions of the Central Hunter Local Area Command. During this process he was required to manage competing issues in relation to resources, staffing, and ensuring the policing needs of the outer sectors were being met.

In December 2018 Detective Superintendent Clarke transferred to the Coffs Clarence Police District. In 2019-20 as Local Emergency Operations Controller (LEOCON) he oversaw the local response and recovery phases for widespread and extreme bushfire season that NSW experienced.

Detective Superintendent Clarke has spent his 35-year career in operational policing and has been an exceptional leader, displaying courage, resilience and fortitude. He lives and works in the local community and is a well-rounded operational leader who continues to perform his duties to the highest standards, setting an example to the staff that he leads.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Detective Inspector Virginia Margaret GORMAN**

Detective Inspector Virginia Gorman commenced with the New South Wales Police Force (NSWPF) in 1995 at Eastwood. In 1998 she commenced criminal investigations duties at Newtown and 2004 she transferred to State Crime Command, Homicide Squad. She was designated as a detective in March 2000 and has now remained an operational detective for 23 years.

In 2009 she was promoted to Detective Sergeant, then in 2011 moved to Robbery & Serious Crime Squad. In June 2016, she was promoted to the rank of Detective Inspector, as Investigations Coordinator at the Professional Standards Command (PSC) and returned to State Crime Command in 2019 as Investigations Coordinator at the Homicide Squad. She currently remains in this role with a lengthy experience in major crime investigations.

Whilst at the Homicide Squad she has demonstrated leadership in coronial matters, especially relating to critical incidents. Whilst at PSC, she participated on the Critical Incident Guidelines Steering Committee, contributing to the re-writing of the Critical Incident Guidelines in order to adequately address the new Law Enforcement Conduct Commission Act 2016, and to meet the contemporary needs of investigators.

She currently delivers lectures on several courses including the Senior Critical Incident Investigators Course, the Negotiators Course and on training days for crime managers and for weapons instructors. When at PSC, she also delivered lectures on the Detectives Education Program and undertook duties as an assessor on various subjects of the Detectives Education Program.

She has been recognised over her long career in relation to several successful criminal investigations resulting in conviction of offenders involved in murder and serious violence related offences. Detective Inspector Gorman has demonstrated great leadership in the NSWPF, she is a role model for women in the NSWPF and has had a long and distinguished career in criminal investigation.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Detective Superintendent Albert John JOSEPH**

Detective Superintendent Albert Joseph commenced with the New South Wales Police Force (NSWPF) in 1989 at Bankstown. From 1991 he committed to criminal investigation duties and in 1994 was designated as a Detective. In 2001 he was promoted to Sergeant and was performing criminal investigations duties. In 2005 he was promoted to Inspector as coordinator for Counter Terrorism & Special Tactics, Terrorism Investigations Squad. In 2018 he was promoted to Superintendent as Commander, Counter Terrorism & Special Tactics, Capability & Protective Security Group and in 2022 he was appointed to the role of Director, Counter Terrorism Operations, where he is currently working.

For near two decades he has been dedicated to the Counter Terrorism Command and in which, through proactive and complex criminal investigations, he has disrupted the activities of hundreds of terrorists who were planning on conducting terrorist acts in NSW and Australia.

His investigations extended to joint NSWPF operations with partners including agencies in the Middle East, US, UK, Asia and Europe. Detective Superintendent Joseph developed and implemented facilitated workshops for senior executive members (Deputy Commissioner of Police) and for members from all Australia and New Zealand Law Enforcement Agencies and Security Agencies, leading to the development of a national governance policy that was endorsed by all agencies within the Australia-New Zealand Counter-Terrorism Committee. This remains a current national protocol and is tested annually.

During 2019, following training in the UK, he led the implementation of the NSWPF Project Servator program (a UK based initiative), which aims to train NSWPF members in hostile detection and behavioural analysis in order to identify and combat suspicious and terrorist behaviours. He has performed as a leader in over 100 terrorist investigations in prevention of terrorist acts in NSW and Australia, including Operations Pendennis, Castrum, Rathlin, Appleby and Silves. Considered as a leading expert in counter terrorism investigations and response, the United Nations requested him to lead investigations into international terrorist activities.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Assistant Commissioner Stacey Ann MALONEY**

Assistant Commissioner Stacey Maloney commenced with the New South Wales Police Force (NSWPF) in 1998 at Eastern Beaches. In 2003 she commenced criminal investigations duties at the Joint Investigations Response Team (JIRT) Liverpool. In 2006 she was designated as a Detective and in 2007 she commenced investigations at JIRT Kogarah. In 2007 she was promoted to Detective Sergeant. In 2012 she was promoted to Inspector at Eastern Beaches and in 2015 to Crime Manager.

In 2018 she was promoted to Superintendent, Operations Manager, Central Metropolitan Region and in collaboration with the General Manager of the St George Mental Health District developed the Police Ambulance Clinical Early Response (PACER) program which resulted in substantial and positive changes to the way NSWPF, and NSW Health engage with mental health consumers. A pilot program saw a reduced demand on all agency resources relating to emergency mental health crises and won the 2019 NSW Health Excellence in the Provision of Mental Health Award'.

Between January - May 2020 Assistant Commissioner Maloney was the Operations Manager, NSW Bushfire Joint Recovery Task Force. In February 2021 she commenced as Commander Child Abuse and Sex Crimes Squad. In July 2021 Assistant Commissioner Maloney was promoted to Assistant Commissioner, Communications and Security Command.

As the Commander she is responsible for managing the future direction of NSWPF radio communications, radio dispatch services, rescue and incident coordination functions and emergency call taking and digital services. During her career she also performed duties as an Undercover Operative, Close Personal Protection Operative and Police Negotiator. She has been a strong advocate for female leadership within the NSWPF, promoting and supporting female leadership programs providing mentoring and guidance to numerous female NSWPF staff. She is currently the NSWPF Gender Equality Ambassador and a member of the NSWPF Inclusion and Diversity Council.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Detective Superintendent Bradley Richard MONK**

Detective Superintendent Bradley Monk commenced with the New South Wales Police Force in 1987 and was stationed at Ashfield. In 1993 he transitioned into criminal investigations and undertook a role with the Ashfield Detectives. In 1994 he transferred to North West Region Crime Squad and completed the Detectives Training Course. In 1997 he transferred to Crime Agencies, primarily conducting duties in Organised Crime. In 2000 he joined the State Protection Group for a short time and later returned to criminal investigation at Hawkesbury Local Area Command.

In 2003 he was promoted to Detective Sergeant and Team Leader in the Ashfield Target Action Group. In 2005 he was promoted to Detective Inspector as Crime Manager at Redfern. In 2010 he returned to State Crime Command as the Investigations Coordinator Asian Crime before transferring to Firearms & Organised Crime. In 2018 he was promoted to Detective Superintendent and Commander of Police Transport Command.

He is passionate and committed to promoting community needs, he is actively involved and built strong relationships with the Rotary Club Parramatta and received a Commissioners Commendation for Community Service. In 2021 he was appointed the Commander, Aviation Command where he continues to lead and enhance capability in search, rescue, recovery, surveillance operations and response to emergency management incidents and is responsible for a fleet of five rotary wing aircrafts, three fixed wing aircrafts and approximately 100 remotely piloted aircrafts strategically located across NSW, a critical capability of the Aviation Command's service delivery.

Superintendent Monk directly oversaw the finalisation of the new Bell 429 helicopters and implemented a rotary pilot training program that significantly enhanced pilot capability, allowing pilots to safely fly the helicopters in inclement weather and be able to conduct search and rescue, counter terrorism and related tactical missions when required.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Sergeant Stephen David RAE**

Sergeant Stephen Rae commenced with the New South Wales Police Force (NSWPF) in 1989 at Paddington, then in 1991 transferred to Goulburn. In 1993 he completed the Highway Patrol Education Program for which he received the Student of Merit Award and subsequently transferred to Highway Patrol Duties within the Upper Hunter District.

With prior regular Army service he was identified and qualified as a Field Protocol Officer and was regularly engaged by the State Protocol Office in those duties throughout the Southern Highlands and then the Northern Region. In 2003 he was promoted to Sergeant at Police Prosecutions Command, performing duties as a prosecutor.

Sergeant Rae's dedication to the justice system of NSW to ensure that all voices are heard and that the administration of justice occurs without fear or favour, malice or ill will, has often been the subject of judicial compliment and from members of the legal fraternity. He is quite simply known as the fairest police prosecutor most have ever encountered.

The Hunter Drug Court was established in 2011, the first Drug Court to be established outside of Parramatta. Since inception he has worked tirelessly (singlehandedly) in this role establishing relationships within the Drug Court Team which incorporates NSW Health, Community Corrections Department, Legal Aid NSW, Office of the Director of Public Prosecutions and the Justice Department.

He has established a strong working relationship with North Region Operations Unit of the NSWPF whose intelligence team developed a best practice model of computerised monitoring of all drug court participants, providing invaluable assistance to the court and ensuring a risk management model is at the forefront of the NSWPF engagement.

Today Sergeant Rae continues his work with the Drug Court and despite often challenging circumstances he continues to deliver a full-time, demanding and admirable work ethic.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Chief Inspector Paul Thomas SMITH**

Chief Inspector Paul Smith graduated from the New South Wales Police Force (NSWPF) on 30 June 1984 and was stationed at Parramatta. In 1986 he transferred to Granville, then later in 1986 he transferred to H District Anti-Theft Squad and then to H District Scientific Investigation in 1989. In 1995 he moved from Crime Scene into Post Blast and a year later completed the Police Bomb Technicians Course. In 1999 he was accepted into the Rescue Squad, and in 2000 he trained bomb appraisal officers for the Sydney Olympics.

In 2002 he was promoted to the rank of Senior Sergeant at the Rescue and Bomb Disposal Unit. In 2005 he created the first NSWPF Police Bomb Technicians Manual and conducted the first NSWPF Bomb Technicians Course.

In 2011 Chief Inspector Smith led the team of Bomb Technicians to the Collar bomb incident at Mosman with a successful outcome. Chief Inspector Smith and the team received the NSW Police Commissioner's Commendation for Courage and the Australian Group Bravery Citation. In 2011 he was promoted to Inspector at Sydney Radio Operations and in 2019 moved to his current position as Commander of Protocol and Awards Unit.

He has greatly assisted the police community by providing support to families of deceased serving and former members, with funeral arrangements and organising police funerals for those officers who were killed on duty or serving. In his own time, he visited and presented service history folders to elderly widows in hospitals and nursing homes.

Chief Inspector Smith is deeply involved in the support of veterans and returned service men through the Seven Hills Wentworth RSL sub-branch and is also a current serving member of the NSW Rural Fire Service and involved in combatting the Black Summer Fires of 2019-20.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Detective Superintendent Grant William TAYLOR**

Detective Superintendent Grant Taylor joined the New South Wales Police Force (NSWPF) in 1986 and was stationed at Hornsby and Pymble. He moved into criminal investigation and was designated as a Detective in 1993.

He performed criminal investigation duties in Metropolitan Sydney and then in regional NSW at Wagga Wagga and the Corrections Investigations Unit at Junee Correctional Centre. In October 1998 he returned to Sydney to the Violence and Major Offenders Unit, Drug and Organised Crime and also performed duties as a negotiator with the State Protection Group. In 2002 he was promoted to Detective Sergeant, performing duties at the newly established Task Force Gain, and was promoted to Detective Inspector in 2004 as Crime Manager Rose Bay before commencing duties with the Australian Crime Commission.

On loan to the Australian Crime Commission (ACC), as Deputy Head of High Risk Crime Groups - National Investigations he became the first NSW Police Officer to perform the role of Counsel Assisting the Crime Commissioner for coercive hearings. He later performed the role of senior investigator at the Joint Task Force with Alcohol, Tobacco and Firearms (ATF) and Drug Enforcement Agency (DEA) in the USA and in Germany with the Federal Criminal Police Office.

In January 2009 he was awarded the Australian Crime Commission's Rod Amery Team Award for dedication and commitment to Operation Lavernock which successfully investigated and seized four tonnes of the prohibited drug MDMA. In 2021 he was promoted to Detective Superintendent, Commander, Criminal Groups Squad. Whilst attached to the Homicide Squad he worked closely with Interpol and the Australian Federal Police Fugitive Team regarding attempts to extradite a murder suspect from Greece to Australia and he continues to provide victim support to the family and has never ceased attempts to bring the suspect to justice.

He is recognised for his ability to work collaboratively across multi-jurisdictions, with the NSW Crime Commission, the Australian Federal Police, Australian Border Force, the Australian Criminal Intelligence Commission and other law enforcement agencies.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Detective Superintendent John Anthony WATSON**

Detective Superintendent John Watson joined the New South Wales Police Force (NSWPF) in 1986 and was stationed at Bondi where he also commenced his career in investigations. In 2002 he was promoted to Sergeant and in 2008 to Inspector, both within State Crime Command. Then to Superintendent in 2016 at Business Technology Services and pioneered the organisations IT Transformation program, a program currently underway today.

In December 2019, he moved to his current role as Commander Drug and Firearms Squad and has been instrumental in reshaping the Clandestine Laboratory Response for front-line officers across the State, implementing safer work practices for the betterment of responding officers and the community.

Under his stewardship specialist capabilities and processes both designed to combat organised crime have been implemented or expanded. Capabilities such as responding to, and dealing with, clandestine (drug and explosive) laboratories which includes expanding the regional response capability, remote piloted aircraft, rural bushcraft surveillance and processes formalising the organisations response and partnering with other law enforcement agencies to combat organised crime activities involving the importation, supply and production of illicit drugs and firearms.

Detective Superintendent Watson has many significant achievements throughout his distinguished and dedicated career in the NSWPF. Recently he has been the Chair, Advisor or Champion for many projects and steering committees within the NSWPF and in partnership with State and Commonwealth law enforcement agencies, government agencies and community groups. He continues to mentor, sponsor and support education and training, not only within the Drug and Firearms Squad, but also within the State Crime Command, with his support of the Tier 2 Surveillance Course (since 2002), as well as state-wide training with the Clandestine Laboratory Safety Course, Regional First Responder Course and the Firearms Course.

Detective Superintendent John Watson has a long and diligent career in organised crime investigations.

## **AUSTRALIAN POLICE MEDAL (APM)**

### ***Victoria***

#### **Inspector Matthew Randal ANDERSON**

Inspector Matthew Anderson's 44-year policing career has been one of distinguished service in some of the most difficult and high-pressure environments of law enforcement. He has taken on roles that have afforded the opportunity to provide outstanding service at state, national and international levels, and he has used these opportunities to advance the profile of Victoria Police as a leader in innovative approaches to high-risk policing problems.

Critical incident and emergency management, counter terrorism, chemical and biological warfare, information technology, tactical policing models, and most recently road trauma are the areas in which Inspector Anderson has worked tirelessly to build operational capability. These aspects of policing align with his values of professionalism, service excellence and a commitment to keeping the community safe.

Whilst Inspector Anderson's achievements have been heavily focussed on tactical and critical incident policing, what stands out is his ability to think strategically about the systems of governance and accountability that underpin the work police do when lives, public safety and infrastructure are at the risk of criminal elements. He knows how to build sustainable policing models and many of his concepts, such as the web-based incident management system for Victoria Police and other emergency services to manage emergencies or planned events known as Police Emergency Event Command, are still used today in numerous Australian policing jurisdictions.

He has ensured Victoria Police's preparedness for major events and emergencies is the best it can be, and he has applied this thinking to developing skills and knowledge at the individual, work unit and organisational level. This capability build has been possible through his ability to secure investment and support across government and non-government sectors, and he has been regularly called upon to assist other policing and defence jurisdictions to build their own systems based on the innovation that Victoria Police has achieved.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Senior Sergeant Dermot Patrick AVON**

Senior Sergeant Dermot Avon has been a member of Victoria Police for 42 years. For the last 30 years he has played an integral part in developing and implementing Peer Support Programs, and mental health training programs for Victoria Police and nationwide.

In 1989 he was involved in a critical incident that changed his life forever. Senior Sergeant Avon felt that more could have been done to support members, like himself, who had been involved in those critical incidents. Instead of being bitter about it, he decided to become a force for change and dedicated the next 30 years obtaining and providing support to members and their families who had the misfortune to be involved in critical incidents.

Senior Sergeant Avon's work on various projects, the hard work he has put in over many years in the Police Association, and his day-to-day work as a senior manager in Victoria Police consistently demonstrate what a decent, caring, committed, and passionate person he is. He consistently puts himself forward on behalf of his fellow members. He wants people to be safe in the workplace and he wants the workplace to be a better place for all members. He uses his energies to make a difference to others, and in so doing he improves policing and enables the organisation to achieve better justice outcomes for the community.

He is passionate and uses his time and energy, in both his role as a senior police manager, but equally in his extracurricular activities, to make a difference. He has delivered one on one support to many members involved in critical incidents, much of this work was done in his own time and often at his own expense. His achievements have substantially enriched the conditions, welfare and mental health of police officers across Victoria and Australia.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Detective Superintendent Jacqueline Mary CURRAN**

Detective Superintendent Jacqueline Curran has been a member of Victoria Police for 37 years. She has dedicated herself to improving organisational policy, procedures and practices that provide significant community safety outcomes.

Her contribution to the review of the mass casualty incident in Bourke Street, Melbourne in 2017 along with her recommendations changed Victoria Police's response to tactical training, urgent duty driving pursuits, offender management and command and control.

In 2019, as a Detective Inspector, she was rotated into Crime Command as the first female Inspector in charge of the Purana Taskforce. This had previously been a male dominated position and Detective Superintendent Curran immediately made an impact picking up the aged and highly complex, sensitive investigations involving The Gangland Murders. The work was high pressure and exacting, with investigations which had been ongoing for a decade. Her intellect and hard work allowed her to prioritise investigations and staffing quickly to appropriately resource the work, in-turn reducing pressure on the whole team.

Detective Superintendent Curran's professionalism, dedication and ability to engage with state, national and international stakeholders has ensured Victoria Police are well informed and connected, contributing to reducing the impact of serious and organised crime in Victoria. Her research and development of the Victoria Police Serious & Organised Crime Strategy 2022-2025 as well as the many action items that underpin this strategy are testament to her commitment in this specialist area and making Victoria safe. Her innovative approach, flexibility and contemporary awareness allows her to shift focus to contribute to community safety outcomes.

Throughout her career, her integrity and ethical leadership has been instrumental in challenging inappropriate behaviour, holding staff to account and lifting standards in Victoria Police. She has been a role model, mentor and highly respected leader who has dedicated her career to improving conditions, services and community safety outcomes.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Superintendent John Ormond FITZPATRICK**

Superintendent John Fitzpatrick has served Victoria Police and the community for over 43 years. During this time, he has performed a variety of general and specialist duties where he consistently displayed outstanding professionalism, high integrity and dedication and has been widely regarded for his diverse operational leadership and achievements in enhancing community safety.

He was instrumental in initiating and managing the significant and unprecedented Paragon Taskforce investigation because of the deaths of four police members on the Eastern Freeway in 2020. The investigation was commended for its use of innovative techniques and pioneering technologies in the utilisation of coercive powers under Heavy Vehicle National Law.

He also initiated the development of the Successful Profiles Project at the Major Collision Investigation Unit to build resilience in stressful working environments experienced by investigators. The design and benchmarking of this unique profile has achieved a commitment to staff and career long learnings.

Superintendent Fitzpatrick was at the forefront of the road policing commitment to the Victorian bushfires in 2020 and the flood zones in 2022. Through his ability to build working relationships and connect with partners in special projects, he has enhanced police capabilities and service delivery resulting in high regard and respect across the Victorian community.

As the Divisional Commander for Road Policing Operations & Investigation Division, Superintendent Fitzpatrick has been instrumental in delivery of the Budget Paper 3 measures (3 million breath tests and 150,000 drug screenings across Victoria) per annum. This has contributed to an overall reduction in road trauma and enhanced the direction and sustainability of road policing enforcement. His dedication and commitment to Victoria Police and to the community over his time of service has been sustained and exemplary.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Assistant Commissioner Christopher James GILBERT**

Assistant Commissioner Christopher Gilbert has built an outstanding record of achievement across more than 32 years of strong operational and strategic policing while continuing to drive initiatives for the betterment of safety and wellbeing of officers across the organisation and the community he serves.

During 2020, the Royal Commission into Victoria Police's recruitment and management of a class of informants was sitting, and Assistant Commissioner Gilbert was integral in driving human source policy change and building accountable systems and practices that have improved Victoria Police's management of human sources. The Royal Commission was a highly complex and complicated environment given the nature of the information and the security/secrecy requirements.

Assistant Commissioner Gilbert's expertise in the management of human sources was essential as Victoria Police developed new human source policies and training frameworks. His commitment to safety at Counter Terrorism Command resulted in the development and review and improvement of many aspects of Victoria Police Intelligence based policing skills. This has led to a more educated and integrated approach to the way police respond to crime and more specifically the way police work with victims. He has shown unwavering commitment to prevention and early intervention strategies regarding mental ill health among officers, and to supporting staff to return to and thrive at work.

Assistant Commissioner Gilbert demonstrates the highest standards of integrity, respect, and compassion, standing up and speaking out against injustice and poor behaviour - being the voice for those who may not have one. He has a prodigious work ethic, an enquiring mind, and displays authentic and ethical leadership. Assistant Commissioner Gilbert has been an outstanding leader for Victoria Police at every rank and in particular his contribution to community safety, intelligence, covert policing, human source management and holding offenders to account has served the people of Victoria well.

## **AUSTRALIAN POLICE MEDAL (APM)**

### ***Queensland***

#### **Detective Superintendent Denzil Owen CLARK**

Detective Superintendent Clark commenced with the Queensland Police Service (QPS) on 28 January 1986 and was sworn in as a police officer on 4 January 1988. He has served as a police officer for 35 years with the vast majority of his service as an investigator during which time, he has led multi-disciplinary investigative units to resolve major and serious crimes. He continues to serve the community of Queensland as an operational and frontline police officer with the ability to respond, on and off duty, to calls for assistance from members of the public and to respond to emergency incidents.

He has worked as a regional investigator in the Juvenile Aid Bureau, Child Protection Investigation Unit and Criminal Investigation Branch and as a specialist investigator in Task Force Argos (Child Abuse), the Crime and Corruption Commission and various groups in Crime and Intelligence Command.

He has overseen investigations of the most serious and systemic corruption in the State including allegations against politicians, senior members of government, police and other public officials. He has successfully led and delivered strategic law enforcement projects of state and national significance including the establishment of the National Child Offender System (NCOS), the Queensland Child Protection Offender Register (CPOR) and the State-wide Access to Seized Digital Evidence (SASDE).

In 2018, he commenced as the Detective Superintendent, Operations Commander of the Child Abuse and Sexual Crime Group. In this role, he is responsible for the QPS capabilities of child abuse, sexual crime, youth justice and CPOR.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Senior Sergeant Jamie Ray HORN**

Senior Sergeant Jamie Horn commenced with the Queensland Police Service on 29 January 1990 and was sworn in as a police officer on 7 December 1990. He has served as a police officer for 32 years as a dedicated general duties officer in various rural and remote police stations in Far North Queensland including at Smithfield, Yarrabah, Weipa, Aurukun, Pormpuraaw, Cairns and Rollingstone. He emerged as a leader and has served as an Officer in Charge at Lockhart River, Thursday Island, Gordonvale and in his current role at the Cairns Police Station.

His influential leadership style is built on the trust generated by his genuine desire to support the officers he leads, and enduring respect for the culturally diverse communities he has served. He is widely respected for his professional engagement with remote First Nations communities in Far North Queensland and he established many of the service protocols and key community relationships in place today. His respectful management style empowers both police employees and community members to engage in a spirit of shared enterprise and forward focus. His sincere respect for people of all cultures and backgrounds is the cornerstone of his outstanding reputation as a trusted and respected police officer. His welcoming and inclusive bearing increases community confidence and translates directly into excellence in service delivery.

Senior Sergeant Horn's status as a highly valued leader also positions him as an outstanding role model and mentor. His presence in any situation instantly generates a professional and positive workplace culture, offering junior officers a clear example of professional conduct for which to aspire.

### **Sergeant Toni Veronica PHELAN**

Sergeant Toni Phelan commenced with the Queensland Police Service (QPS) in 1990 and was sworn in as a police officer in 1991. Sergeant Phelan has served in various locations including Cairns, Mossman, Dalby, and Ipswich and it was during her time at Mossman, in particular working with domestic and family violence victims in the First Nations community that has influenced and steered her career path. This led to her promotion to her current position as Sergeant, Domestic and Family Violence Coordinator (DFVC) for the Ipswich District, where she has served for the past 18 years. She was the first DFVC appointed by the QPS.

Sergeant Phelan was inducted into the Queensland Government Domestic and Family Violence (DFV) Prevention Honour Roll in 2021 for her commitment to eliminating DFV in the community and improving policing responses. Her nomination came from a DFV victim survivor, further reiterating her positive impact on the community.

Whilst constantly developing different approaches to improve policing responses, Sergeant Phelan has remained focused on strengthening her communities, and fellow police officers knowledge through engagement, education, awareness, and prevention. This is subsequently changing attitudes and behaviours in policing responses to DFV by being a compassionate, inspiring officer, enthusiastic about behavioural change.

Sergeant Phelan has demonstrated throughout her career, exemplary leadership to frontline police, as well as external support agencies, producing outstanding service delivery in the DFV sphere to the Queensland community ensuring enhanced policing responses.

### **Senior Sergeant Toni Guiseppe POLI**

## **AUSTRALIAN POLICE MEDAL (APM)**

Senior Sergeant Toni Poli commenced with the Queensland Police Service (QPS) on 27 January 1986 and was sworn in as a police officer on 3 July 1987. During his police career he has served as a general duties officer in various police stations, including Mareeba, Chermside, Alderley, Ferny Grove and Indooroopilly.

In his current position as the Officer in Charge (OIC) of Tannum Sands, he has proven his dedication and commitment to the community which he serves. He is dedicated to making his community a safer place, he has formed a close professional working relationship with all government level agencies, business organisations and local community groups. He has been instrumental in changing the face of policing in the Tannum Sands area. His management of major policing events such as floods, cyclones and bushfires are recognised within the QPS and the community. His inclusive planning with community groups to hold large scale public events have embedded his place as an integral part of the Tannum Sands community.

Senior Sergeant Poli has set and maintained high standards within the workplace, including a clear display of integrity and courage on all policing matters, resulting in a positive direction for the Tannum Sands community.

### **Sergeant David William RAYMOND BM**

Sergeant David Raymond commenced with the Queensland Police Service on 29 May 1989 and was sworn in as a police officer on 8 December 1989. He has served his whole career in Far North Queensland including service as a General Duties Officer in Smithfield and Cairns Police Station, officer in charge of the Cairns Police-Citizens Youth Club where he was instrumental in its establishment. As a Dog Handler in Cairns and in his current role as the Officer in Charge of the Far North District Dog Squad.

In his current role, he routinely attends urgent incidents as a first responder and assumes the role of the Police Forward Commander at complex high-risk incidents. His professionalism, calmness under pressure and energetic leadership ensure that junior officers are aware of operational objectives and motivated to confidently pursue successful outcomes. He is renowned for his exemplary leadership and operational capability in the most demanding of circumstances. His outstanding reputation has emerged from an ability to apply critical expertise in extremely challenging policing environments and demonstrate extraordinary, unwavering dedication to the safety of the Far North community. His pursuit of excellence influences police officers at all levels and positions him as a constant driving force behind successful, urgent policing responses and enhancement of frontline service delivery. During his operational career Sergeant Raymond has been the recipient of a number of awards including the Bravery Medal and Commendation for Brave Conduct.

Sergeant Raymond is a trusted mentor who has a genuine interest in the wellbeing of frontline junior officers. This is perfectly evidenced by his extraordinary, independent efforts to ensure their work is appreciated and recognised.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Inspector Darren John SOMERVILLE**

Inspector Darren Somerville commenced with the Queensland Police Service (QPS) on 31 January 1984 and was sworn in as a police officer on 5 July 1985. He has served as a General Duties Officer and Investigator in rural and remote areas, including Nambour, Cloncurry, Redcliffe, Cooktown, Gladstone, Emerald and Rockhampton. He was appointed as a Detective in 1993 and served as the Officer in Charge of Cooktown Criminal Investigation Branch and the Gladstone Juvenile Aid Bureau. He has also served as the Officer in Charge of Emerald and Rockhampton Police Stations.

Commencing as Inspector in 2006, he has been integral in disaster management as a District Disaster Coordinator and his leadership and collaboration in the community has been highlighted during the QPS response to bushfires, cyclones and COVID-19. He has and continues to serve the community of Queensland as an operational/frontline police officer with the expectation to respond, on and off duty, to calls for assistance from members of the public and to respond to emergency incidents.

Inspector Somerville is a dedicated police officer and has a reputation as being professional, supportive, reliable, trustworthy and maintaining calm and productive workplaces during times of high stress.

### **Superintendent Anne Margaret VOGLER**

Superintendent Anne Vogler commenced with the Queensland Police Service (QPS) on 30 May 1994 and was sworn in on 9 December 1994. She has served as a General Duties police officer in the Brisbane City and Clayfield Divisions from 1994-1999. In 1999 she moved to an investigator role in the State Crime Operations Branch and further served at Pine Rivers District Criminal Investigations Branch (CIB) and North Brisbane District CIB until 2017.

From 2017-2022 she served in frontline leadership roles as a commissioned officer as the Crime and Support Group Inspector, Mt Isa District and as the Bundaberg Patrol Group Inspector and is currently the District Officer, Wide Bay Burnett District.

Superintendent Vogler displays a high level of expertise and professional judgement and has been the lead investigator for multiple high profile and complex investigations, including murder investigations where she successfully led and managed contemporary investigative strategies which resulted in the swift arrest of offenders. She demonstrates exemplary leadership both in the operational sphere and management of the workforce. She displays a genuine and authentic interest in the professional and personal development of others, and always ensured the welfare of officers within her investigative teams remained a primary focus.

She has been instrumental in the professional development and career progression of many officers who have directly benefitted from her mentorship, support, and personal commitment in the identification and development of skills.

Superintendent Vogler has directly built the capability of the QPS workforce and in turn, strengthened the services delivered to the Queensland community in locations where she served.

## **AUSTRALIAN POLICE MEDAL (APM)**

### ***Western Australia***

#### **Detective Inspector Natalie Jane PALMER**

Detective Inspector Natalie Palmer joined the WA Police Force as a cadet in 1981 and became a recruit the following year. She served in general duties and traffic branches before becoming a detective in 1989, building her career in metropolitan detective offices and specialist units and undertaking training roles. She progressed through the ranks to become an inspector in 2014, most recently transferring from Sex Crime Division to Special Crime Division as Divisional Detective Inspector.

Her passion for learning and developing others is evident throughout her distinguished career. Notably, she was an Instructor at the Detective Training School and instrumental in establishing the Academic Pathways Unit. She created the Cyber Predator Team to assist the national strategy to specifically target online child abuse, working with the Attorney-General to help develop new legislation to target online child sex offenders. In developing sound investigation techniques and processes to investigate suspects, a 100 percent conviction rate was achieved, exceeding government expectations and fostering public support and confidence in the ability of the WA Police Force to investigate and manage this crime type.

Many of the policies and procedures she created continue to assist officers in conducting international, national and state-based investigations of online child abuse. As the Assistant Divisional Officer for the Sex Offender Managements Squad, she was responsible for the management of reportable sex offenders throughout the State. The mental health and wellbeing of her team is her utmost priority, and she continues to drive health and welfare initiatives at the Special Crime Divisional Office.

Detective Inspector Palmer's professionalism, integrity and compassion for others is a fine example, inspiring others to follow her lead. She is highly regarded for her commitment to improving business practices.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Acting Superintendent Dale Leanne ROBINSON**

Acting Superintendent Dale Robinson joined the WA Police Force as a recruit in 2000, her early career interspersed frontline metropolitan roles with a stint in Esperance, before excelling in forensic, training and tactical roles, rising to the rank of Inspector with State Operations. She is currently acting as Superintendent of the Custodial Services & Mental Health Division.

Throughout her career she has pushed through perceived gender boundaries, driven to excel in a variety of specialist fields. As the first female Tactical Commander of the Tactical Response Group (TRG) she set an example for other women to follow, with knowledge and an open leadership style that quickly resonated with her team.

This had been developed during her time as Officer in Charge of Regional Operations Group (ROG), instrumental in coordinating and controlling numerous major public order incidents throughout Western Australia. Through her real-time analysis and prompt decision making on evolving situations, she provided clear and consistent direction to frontline and senior officers, helping resolve emerging situations quickly and safely.

Acting Superintendent Robinson consistently seeks to improve her leadership knowledge and understanding of difficult and sensitive issues in order to develop and apply solutions to complex policing problems to benefit the community. Her management of a delicate situation following the death of an armed female after a police shooting was a fine example in negotiation and consultation. By building consistent and empathetic engagements, she developed trust with the family and community members which helped to defuse any further potential conflicts, while reinforcing the need for her team to remain calm and balanced.

Acting Superintendent Robinson leads by example, ensuring her team observes the core values and fundamentals of high visibility policing, maintaining respectful interaction and engagement.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Inspector Curtis Malcolm ROE**

Inspector Curtis Roe joined the Western Australia Police Force in 2001, starting in traffic and metropolitan police stations. He quickly qualified as a detective, serving at numerous business areas within the Crime portfolio such as Sex Assault Squad, Surveillance Unit, Homicide Squad and other metropolitan detective offices.

This grounding developed him as an ideal leader in the demanding role as Officer in Charge of Regional Investigation Unit since October 2021, recently renamed the Rapid Apprehension Squad (RAS). As an excellent leader and manager, he has consistently ensured his officers maintain a commitment and accountability to meet the rapid deployment requirements to investigate serious armed robberies and other similar offending.

He developed the capability of RAS to respond and investigate established criminal networks involved in large volume offending, employing Human Source, Automatic Number Plate Recognition and Jenoptik vehicle searches, Geofencing, Facematch and telecommunications capabilities to quickly detect and apprehend some of the state's most frequent high-harm offenders. In December 2022, his squad won the team category in the Western Australia Police Excellence Awards.

Under his leadership, RAS is ensuring community safety, obtaining evidence and demonstrating empathy, understanding and care to victims. His networking ability has built strong trust with external agencies such as the Australian Banking Association's Security Issue Forum. Such relationships deliver timely access to intelligence on suspects and immediate access to other evidence such as CCTV from ATMs, to facilitate the early identification and arrest of suspects.

Inspector Roe has a lifelong commitment of self-improvement, earning a Master's degree and compiling an admirable military service record in the Australian Army Reserve.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Senior Sergeant Heath William SOUTAR**

Senior Sergeant Soutar joined the WA Police Force in 1986, serving in a range of frontline metropolitan roles before taking a career break in 1997. He re-joined the agency in 2002 working in police stations and specialist units, including Regional Operations Group (ROG). Since his promotion to Senior Sergeant in 2014, he has been Officer in Charge of four Regional police stations, including his current role at Australind Police Station.

He has displayed innovation, drive and integrity whilst policing in challenging work areas like ROG and some of the most remote areas such as Wiluna and Laverton. He has focused on making positive change and progress towards Aboriginal reconciliation, recognising the value for his team and the wider communities he led in developing strong, positive relationships. In Wiluna, he was accepted by the Community and given a skin group of Milangka by the local Martu Elders as a way of acknowledging his commitment to their people and lands.

Senior Sergeant Soutar has worked on many projects that have improved the agency, as a Tactical Commander at ROG in 2012, he was part of a working group responsible for the implementation of the Out of Control Gathering legislation, driving its implementation. This legislation is still used to disperse people who have gathered for any range of unlawful purposes. As a Project Manager at Business Solutions, he led the change towards online crime reporting through projects like Report My Lost Property, a reporting mechanism for members of the community to report crime in an expedient and accurate manner.

Senior Sergeant Soutar provides valued mentorship and support as part of the Peer Mentor Program and is always available for others who are struggling with the many challenges of being a police officer.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Senior Sergeant Mark William STONEMAN**

Senior Sergeant Mark Stoneman joined the WA Police Force in 1988, serving in a range of operational areas such as Broome Police Station, 79 Division and Major Incident Group, along with roles at the Police Operations Centre and Police Assistance Centre. He has also held critical positions such as the Logistics Project Officer at the Commonwealth Heads of Government Meeting (CHOGM) and as a District Controller. These diverse roles prepared him for the demanding position of Officer in Charge (OIC) of metropolitan police stations. He was OIC of Kiara from 2016 to 2019 and is now OIC of Hillarys Police Station.

Under his leadership, these police stations have achieved significant decreases in reported offences, particularly in burglaries, stolen motor vehicles, stealing and damage offences. These outcomes are the result of his great teamwork, strong leadership and the creation of effective partnerships with key stakeholders. His efforts in community consultation and championing CCTV upgrades have ensured the safety of people attending the Hillarys Boat Harbour, the second-most visited entertainment and tourist area in Western Australia, with over three million visitors annually.

Senior Sergeant Stoneman has also worked closely with the WA Police Academy to foster the Aboriginal Cadet Program, taking on several mentor roles that have improved the prospects of many Cadets. His consultation with local Aboriginal elders, youth workers, sporting organisations and other stakeholders has helped break down the barriers between indigenous youth and police through respectful engagement.

A member of the committee for the Law Enforcement Torch Run, he runs the annual Polar Plunge Fundraiser at Hillarys Boat Harbour to assist with financial support for athletes with Intellectual Disability, raising a significant amount of money in two years. Senior Sergeant Stoneman epitomises the WA Police Force priorities of people, partnership and performance.

## **AUSTRALIAN POLICE MEDAL (APM)**

### ***South Australia***

#### **Chief Superintendent Graham Malcolm GOODWIN CSC**

Chief Superintendent Graham Goodwin has served South Australia Police (SAPOL) with distinction since joining in 1987. He initially worked in Whyalla and Coober Pedy before moving to criminal investigations in regional and metropolitan areas and then Officer in Charge roles at Mid West, North East and Sturt Local Service Areas. Since 2010 he has served for significant periods in Ethical and Professional Standards Branch (EPSB), Internal Investigation Section and Anti-Corruption Branch (ACB) while also greatly contributing to SAPOL's organised crime and drug investigation areas.

Chief Superintendent Goodwin has extensive experience in the leadership and management of professional standards and integrity investigations. He led EPSB and ACB during a period of significant change with the introduction of the Independent Commissioner Against Corruption (ICAC) and the Office of Public Integrity in South Australia. He represented the Commissioner of Police in developing new processes and practices for SAPOL which met the intent of the ICAC Act and expectations of the ICAC Commissioner. He also significantly contributed to the review and development of the new Police Complaints and Disciplinary Proceedings Act for South Australia.

Held in high regard by his peers and managers, Chief Superintendent Goodwin continues to make a significant impact in his current role as Officer in Charge of Operations Coordination Branch where he coordinates operations across a range of diverse support functions including Forensic Service, Prosecution, Licensing Enforcement, Firearms and Intelligence. Most recently he was integral to SAPOL's significant role in the state's COVID-19 emergency response by leading the coordination and deployment of resources for both SAPOL and SA Health. He displayed exceptional leadership in collaborating with several government agencies to ensure South Australia's COVID-19 testing operated efficiently and effectively during times of peak demand.

His extensive experience and professionalism has seen him develop a strong reputation as a recognised leader both within SAPOL and the broader community.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Superintendent David William SCUTCHINGS**

Superintendent David Scutchings joined South Australia Police (SAPOL) in 1994, initially serving in Elizabeth and Salisbury Patrols and then as a Detective with Elizabeth Criminal Investigation Branch. He was then seconded to Operation Avatar where he received a Certificate of Commendation relating to the arrest of a senior outlaw gang member. In 2005 he joined STAR Group Operations Section and shortly afterwards commenced his police aviation journey as a Tactical Flight Officer.

Since then he has worked tirelessly to improve SAPOL's aviation capability and is widely recognised as a subject matter expert in police aviation. In 2016 he managed a significant technology upgrade across the State Rescue Helicopter Service fleet and in 2018 led the revitalisation of SAPOL's fixed wing aviation capability. His exemplary work on Project Sauron resulted in the operationalisation of SAPOL's inaugural airborne law enforcement aeroplane, 'The Caravan', revolutionising the way that SAPOL conducts operations.

Superintendent Scutchings established Operation Gimbal, SAPOL's longest running and most effective cannabis operation. He has also played an integral role in the SAPOL/SA Ambulance Service aviation procurement and provides high level advice to senior management and government agencies regarding the strategic direction of airborne policing operations in South Australia.

As Officer in Charge of STAR Group Combined Operations Section from 2019-20, he was pivotal in launching a new state-of-the-art police vessel. In 2020 he managed Operation COVID-19 (Border Control - Aviation), resulting in 300,000 passengers being safely processed into South Australia via domestic/international airports. In 2021 he managed Crime Gangs Task Force, and in 2022 was promoted to Superintendent and Officer in Charge, Communications Group. The highly respected leader's significant contribution to SAPOL also encompasses a Winston Churchill Fellowship in 2013, along with instigating and managing Ride Like Crazy, a charity cycling event supporting a colleague with cancer that raised significant funds for charity from 2009-2018.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Senior Sergeant Kelly-Anne TAYLOR**

Senior Sergeant Kelly-Anne Taylor joined South Australia Police (SAPOL) in 1999, initially performing general duties at Transit Services Branch, Sturt and Mount Gambier, then working in bicycle patrols and the Family Violence Section before joining Mounted Operations Unit in 2004.

Promoted to Sergeant in 2012 and Senior Sergeant in 2016, she has served with distinction in a number of senior roles across SAPOL, including in Planning and Audit within Operations Support Service and Crime Service; Western District and the Commissioner's Support Branch. She has been formally acknowledged for her roles in planning Operation Winter at Roxby Downs and developing the Mounted Operations Unit Training Manual. However, she is best recognised for her outstanding leadership and managerial qualities as the Officer in Charge of Mounted Operations Unit, which has seen an increase in the operational viability and level of service delivery across the core functions of the Unit.

Senior Sergeant Taylor successfully combines her equestrian expertise and operational policing knowledge to ensure Mounted Operations Unit consistently provides the highest level of support service to the front-line. Her leadership has enhanced the Unit's operational focus, directly contributing to community safety while balancing the training needs of the Unit and its police horses.

She is committed to the welfare of horses and has managed significant projects regarding the acquisition of horses and equipment, contracts for the procurement of feed and services as well as the relocation of agistment facilities. Having worked within Mounted Operations Unit at every rank from Senior Constable to Senior Sergeant, she has an in-depth understanding of the operational, strategic and equestrian issues associated with mounted police operations.

Senior Sergeant Taylor is recognised both locally and nationally for her innovation and development of best practice processes and systems that substantially contribute to the efficiency and effectiveness of the Mounted Operations Unit.

## **AUSTRALIAN POLICE MEDAL (APM)**

### ***Tasmania***

#### **Commander Peter Terence HARRISS**

After joining Tasmania Police in 1987, Commander Peter Harriss has held many diverse roles and responsibilities that are recognised as being vast and demanding. Commander Harriss has consistently displayed exemplary leadership and is widely regarded for his command and control abilities, along with his demonstrated high level of initiative and professionalism in mentoring and building capability among subordinates. He is also recognised for his skill in conducting research into crime trends, legislation and court decisions and developing subsequent strategies, which improves service delivery and further enhances the capability of Tasmania Police.

Commander Harriss holds overall responsibility of the State Disaster Victim Identification Unit and the procedures to identify the victims in a mass casualty incident. Commander Harriss was responsible for the activation of the National Registration and Inquiry Service (NRIS) for the 2013 Dunalley bush fires. The activation, a first for Tasmania, demonstrated his ability to lead and make strategic decisions in a high-pressured environment.

In 2021, Commander Harriss was recognised for his executive leadership skills and promoted to Commander of Strategy and Support. He has overall responsibility for the Department's legislation development, policy development, statistical reporting and provides high-level support and advice to the Department's executive, the police minister as well as other internal and external agencies. In late 2021, Commander Harriss was recognised by the Commissioner of Police for his exemplary leadership, professionalism and dedication in completing the new COVID-19 regulations within tight deadlines. The Commissioner recognised that the work completed will be of great benefit to the State.

On account of Commander Harriss' exemplary leadership, resilience, professionalism and dedication to duty, he has made a significant contribution towards quality policing and emergency services to the Tasmania community.

## **AUSTRALIAN POLICE MEDAL (APM)**

### ***Northern Territory***

#### **Detective Senior Sergeant Mark Geoffrey BLAND**

Detective Senior Sergeant Mark Bland has been a member of the Northern Territory Police Force since 2002 and currently holds the position of Officer in Charge, Strike Force Trident, which focuses on property related crime and violent property related offending in the Greater Darwin Region.

Detective Senior Sergeant Bland is well regarded for his commitment and contribution to Northern Territory Policing and as an exceptional leader who actively mentors his staff and provides professional advice and guidance to support their career development.

Detective Senior Sergeant Bland has been previously recognised for his dedication and awarded with the Rotary Northern Territory Police Officer of the Year Award in 2013, an Assistant Commissioner's Letter of Recognition, a Group Commendation and the Commissioner and CEO's Outstanding Leadership Medal in 2020 for his influence on junior Strike Force Trident members.

Detective Senior Sergeant Bland's knowledge of legislation, general orders and criminology is exceptional and his professional outlook exemplifies his drive and compassion for assisting victims of crime. He embraces responsibility, accountability and loyalty to inspire his team, while his leadership has enabled the continued success of Strike Force Trident.

Detective Senior Sergeant Bland is an exceptional Police Officer who is an asset to the Northern Territory Police Force.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

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

#### **Mr Michael John AMOS, Bourke NSW 2840**

Mr Michael Amos joined North Bourke Bushfire Brigade in 1995, and in 1996 was elected as Captain. Mr Amos continued as Captain in 1997 when the Brigade was renamed Bourke Headquarters Rural Fire Brigade. In 2001 he was elected as Group Captain for the Bourke District.

During his 27 years of service to the New South Wales Rural Fire Service Mr Amos has also been Brigade President for 26 years, Brigade Treasurer for four years, Brigade Secretary for one year, and Brigade Permit Officer from 2015, a position he still holds today.

Since the early 2000's Mr Amos has been a committed member of the Barwon Darling Zone (Far West) Training Committee. He has attended large fires within the Far West Team, and several major fires out-of-area such as the Payless supermarket fire in Bourke in early 1996, the Timmallallie Creek fire in the Pilliga Forest in 1997, and the first ever Section 44 bush fire emergency in Bourke in 2013 when he was the divisional commander. He was also deployed to major fires near Enngonia, Yantabulla and National Parks in the Far West Team area. He continues to attend fires as a frontline responder.

During the COVID pandemic, Mr Amos coordinated a small team of firefighters who delivered food and care boxes to households in Bourke and all surrounding villages in the Bourke Shire.

Mr Amos has demonstrated excellent leadership in his roles as a trainer, senior liaison delegate, and member of the Senior Management Teams. During the merger between the Barwon Darling Zone and the Far West Team in 2008, he stood up as a leader, showing great commitment to the volunteers involved.

Mr Amos' commitment to the New South Wales Rural Fire Service is far beyond the call of duty.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mrs Stephanye Ann HOLDEN, NSW 2463**

Mrs Stephanye Holden joined the Ashby Brigade in 2011, and in 2013 was appointed to the position of Brigade Secretary. She continues to perform as an operational member and maintains her competency to enable response to incidents. She is also a member of the Clarence Valley Catering Brigade, and has held the position of catering captain since 2019, having previously held the position of catering senior deputy captain.

Mrs Holden is a well-respected and trusted leader who is a patient and generous mentor. She has demonstrated exceptional reliability and commitment to the New South Wales Rural Fire Service (RFS) in the Clarence Valley. Her everyday dedication to the RFS is made even more extraordinary when considering all of the other volunteering work that she does in her community, including palliative care work with cancer patients and assisting at her local women's shed. She is known for her friendly, caring nature and committed approach to both providing nutritious meals for the firefighters and supporting the activities of her local brigade and community.

As the community engagement officer for the Ashby Brigade, Mrs Holden has helped build fire awareness and promoting the Brigade. She has been active in Clarence Valley Section 44 campaigns throughout her membership, including the most recent 2019/2020 bush fire season. As catering captain she provided a calming presence and exceptional leadership and unwavering dedication. She worked tirelessly alongside the Catering Brigade team in arduous circumstances over many months, taking all of the many challenges in her stride.

Mrs Holden has given outstanding contributions as a volunteer member of the Ashby Brigade and the Clarence Valley Catering Brigade in the Clarence Valley District. Her contribution has been of significant benefit to the New South Wales RFS, the Clarence Valley District, and her local community.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mrs Heather Margaret JONES**, Nords Wharf NSW 2281

Mrs Heather Jones joined the Nords Wharf Rural Fire Brigade in 1999 before its merger with the Wallarah Rural Fire Brigade (RFS) in 2006. She served as a Deputy Captain from 2008 to 2015, before becoming Senior Deputy Captain in 2015, a position she still holds today.

In addition to her operational leadership, Mrs Jones has made a strong contribution to the Brigade's executive leadership in roles including secretary, treasurer, training officer, health and safety officer and community engagement officer.

Keen to encourage greater junior membership, Mrs Jones took on the responsibility of the Lake Macquarie Cadet Brigade in 2015. Under her leadership, the Brigade has maintained a healthy membership and a strong showing in local and Cadet State Championship events. Mrs Jones has also been a driving force in many of the Secondary School Cadet programs supported by the RFS Central Coast District.

Mrs Jones has assisted in numerous local and out-of-area major emergencies, including serious bush fires in 2002, 2013 and 2019, and the East Coast Low storm and floods in 2007, 2015 and 2022. As the community field liaison officer for the Three Mile Fire during the 2019/20 bush fires, her fire knowledge and effective communication was integral in supporting the firefighting effort and ensuring the safety of the community.

A qualified trainer and assessor, Mrs Jones also contributes to the District Training Team, particularly in core firefighting courses, as well as the specialty areas of first aid and advanced resuscitation.

Mrs Jones is an exceptional role model and mentor to many RFS members. Her commitment to operational leadership, training and the development of junior members within the New South Wales Rural Fire Service has been unwavering.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mr Victor Charles JUDSON**, North Nowra NSW 2541

Mr Victor Judson has been actively involved in firefighting in both a volunteer and professional capacity for more than 53 years. In 1969 he joined both his local Appin Brigade, and also as a firefighter with the Metropolitan Water Sewerage and Drainage Board (MWS&DB).

During his tenure at the MWS&DB, Mr Judson was involved in front line firefighting within the catchment area, and also undertook duties as a fire spotter. After transferring to NSW National Parks and Wildlife Service (NPWS), he became more involved with remote area firefighting and the use of heavy plant machinery. He undertook duties as an aerial incendiary and assisted in rescue efforts during the 1997 Thredbo landslide.

At Appin Bushfire Brigade, Mr Judson participated in the development of junior members, became a Deputy Captain, and was appointed Deputy Group Captain "East" in 1982 until 1988. After relocating to Shoalhaven, he joined the Cambewarra Brigade, holding the ranks of Deputy and Senior Deputy Captain. After 11 years at Cambewarra he transferred to the Illaroo Rd Brigade, where he held the positions of Deputy, Senior Deputy and Captain for 10 years. In late 2016, with the closure of the Illaroo Rd Brigade, Mr Judson transferred to West Nowra Brigade, and became one of the foundation members of this new brigade. He currently holds the rank of Deputy Captain and undertakes permit officer duties.

Throughout his tenure Mr Judson has been deployed on major fire campaigns and interstate deployments in just about all the major fire seasons of the past 50 or so years, most recently leading teams during the 2019/2020 Comberton/Currowan fires.

Mr Judson is well known and respected in the Shoalhaven and greater New South Wales firefighting communities. He is admired and revered for his no nonsense approach to firefighting, actively participates in all brigade activities, and is a life member of the West Nowra Brigade.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mr Graham Andrew KINGSLAND**, Glenbrook NSW 2773

Mr Graham Kingsland joined Fire and Rescue NSW (FRNSW) on 13 March 1992, and was promoted to the rank of Inspector in 2009, to Superintendent in 2017, and to Chief Superintendent in 2022.

Mr Kingsland has rendered distinguished service to the people of New South Wales and FRNSW for more than 30 years, and during this time he has been incredibly involved and influential on FRNSW's capabilities, service delivery, training and community engagement. Most recently Mr Kingsland was deployed to Turkey to undertake service in Urban Search and Rescue (USAR) operations following the devastating earthquake.

Mr Kingsland was the FRNSW incident controller for the organisation's longest duration Incident Management Team (IMT) being the COVID-19 IMT. Mr Kingsland maintained the COVID-19 IMT in the latter half of the pandemic in addition to his substantive roles.

Notably, Mr Kingsland provided leadership, incident expertise and guidance through an unprecedented health pandemic that threatened communities, and the ability for emergency services to assist them. As part of his role he resolved all current and emerging issues and risks as they happened. This included operational staffing, IT capability, fleet operations, COVID-19 contamination advice, and logistics. Importantly, he ensured the COVID-19 IMT was FRNSW's single point of reference throughout the crisis, providing the organisation with a 24/7 capability.

Mr Kingsland has committed numerous hours of his own time over the last 30 years to ensure the communities of New South Wales are safe from fire and emergency incidents, as well as deployed overseas to help globally in times of need. His service includes his outstanding contribution to the FRNSW COVID-19 IMT, which he commanded for more than a year during the latter stages of the pandemic.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mr Gregory John LEWIS**, Ballina NSW 2478

In his 34 years at Fire and Rescue NSW (FRNSW), Mr Greg Lewis has played a significant role in leading service delivery and capability across FRNSW. Specifically, over the past 18 years, he has played a significant role within Region West (Dubbo), and the Northern Rivers Command (Ballina).

Mr Lewis has given tirelessly to these areas ensuring the FRNSW On Call Retained and Permanent Firefighter system has the best possible depth of capability to ensure regional communities of New South Wales have a reliable, competent and capable emergency service 24 hours a day, 365 days a year.

Mr Lewis has led his team of over 350 emergency services staff through numerous major emergencies, working countless times after-hours, ensuring the communities of the Northern Rivers are safe and prepared for major emergencies such as the 2019/20 bushfires, and the 2017 and 2022 floods.

During the 2022 floods Mr Lewis' home was impacted and his focus of effort was ensuring he could coordinate and lead rescue and recovery missions to the communities of the Northern Rivers, ignoring the impact on his home. Mr Lewis' knowledge of the area and tireless efforts to develop a sustainable emergency service capability in the Northern Rivers with skilled and ready firefighters over the last nine years has ensured these communities are in the best possible position to be safe and resilient to these emergency events.

Mr Lewis's dedication, passion and tireless commitment ensured the fire stations firefighters and administration staff of the Northern Rivers of New South Wales were capable, prepared and available to prevent, prepare for, respond to, and provide assistance in recovering from minor and major emergencies. Without Mr Lewis's selfless commitment, more lives, homes, businesses and infrastructure would have been lost, and recovery from these devastating events would have taken longer, reducing the capacity of communities to recover and get back to normal fulfilling lives.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

### **Mr Peter James LUGSDIN, NSW**

Mr Peter Lugsdin joined the Area D Brigade in 1959 at the age of 16. He held the role of Deputy Captain in 1988, before becoming Captain in 1991, a role he held for 12 years. He joined the Hay Headquarters Brigade in 2003, and became a Group Captain in 2004, a position he still holds.

Mr Lugsdin served as a senior volunteer representative on the Bush Fire Management Committee, Liaison Committee and Senior Management Team. Revered by his peers, he is well-respected amongst members and his input is valued. He is always striving to acquire the best equipment for the volunteers, being particularly involved with the station and tanker replacement plans for the Mid-West Team.

Some of Mr Lugsdin's peers' first recollections of him are from a major fire at Uardry back in 1977. Using his fire knowledge and operational experience, he led crews to ultimately control and contain the fire. If not for Mr Lugsdin's leadership and dedication, this fire would have annihilated the township of Carrathool.

Mr Lugsdin attends almost every single incident in the Hay area. He has been deployed on multiple occasions, leading strike teams and generously sharing his expertise with the younger generations across the country. In 2019/20, he led strike teams to both Coffs Harbour and Tumut. Prior to that bush fire season, he led crews to Glen Innes, the Blue Mountains, the South Coast, and the Mallee bush fires in Victoria.

Mr Lugsdin's bush firefighting experience is immeasurable. He has attended many exercises and assessment events in his time, using his passion for the Service to share his knowledge. He assists in the community engagement space wherever he can, attending the Hay Show each year. He provided vital input when the initial Grassland Cat 1 tanker and the Cat 6 tanker were being developed. He also worked alongside engineering services in 2007-2008 evaluating Cat 7 spray bars at real burns that were held in the Hay local government area.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mr Andrew Duncan MACDONALD**, Catherine Field NSW 2557

Mr Andrew Macdonald has exhibited outstanding dedication to the NSW Rural Fire Service (RFS) since he joined in 1981. He is a leader not only within his local Gledswood Brigade and Macarthur District, but across the State. He encourages all members to grow, develop, and be the best they can be while maintaining professionalism and integrity.

As Mr Macdonald's volunteer career has grown over the years, he has taken every opportunity to hold multiple leadership roles within his brigade including deputy captain, senior deputy captain and captain. He has a strong commitment to developing new firefighters, and is a key member of his District's in-training and assessment team.

Mr Macdonald also holds a significant role within the Macarthur District where he has been a Group Captain since 2008. He is a member of the Remote Area Fire Team (RAFT) as well as being an RFS aviation specialist. He has extensive operational experience. He has led strike teams for the fire emergencies around New South Wales, Queensland, Western Australia and Victoria. He has also been deployed interstate for specialist aviation and remote area firefighting roles. In 2013 and 2015 he travelled to Botswana as part of the Botswana Fire Management Program.

RFS operations are not his only passion. He is also a great supporter of the administration of the RFS being a Brigade Treasurer since 1996, Rural Fire Service Association state representative, committee member of the RFS State Championships, and event marshal for the Australia Fire Cadet Championships. In 2013 he was appointed as one of the inaugural trustees of the NSW RFS and Brigades Donations Fund, and in 2019 he was appointed Chair of this Fund, a position he still holds.

In 2017 he was awarded the RFS Commissioner's Commendation for Service, and since then has taken on further responsibilities and commitments demonstrating exceptional work. His commitment to the RFS is considered beyond the realms of duty.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mr Gregory Charles McILWAINE**, Rhodes NSW 2138

Mr Greg McIlwaine was appointed to the New South Wales Fire Brigade on 15 June 1966, and has 56 years' service with Fire and Rescue NSW (FRNSW). Prior to being appointed, he was involved for several years in undertaking watch room and support activities, including call taking and responding the Brigade to incidents.

In his time in FRNSW, Mr McIlwaine has maintained an exemplary level of commitment, professionalism and personal example. He has been Captain at 66 station Rhodes for the last 39 years, and has actively worked with council, community groups, building managers, and organisations providing fire safety education and information. This has included an emphasis on high-rise fire safety.

The changing nature of the Rhodes area has involved changing fire risks and challenges. As the area developed, Mr McIlwaine and Brigade members have been active in pre-incident planning and building inspections to address these risks. His incredible achievements as a firefighter and captain speak for themselves, but would be incomplete without paying testimony to his outstanding personal character. His passion is FRNSW engagement with the community it serves. An example of this is during any of the numerous recruitment campaigns in the area, Mr McIlwaine can be seen walking the streets of Rhodes, handing out recruitment flyers, and speaking to interested members of the public.

Mr McIlwaine has served his community selflessly, as a passionate advocate for community safety, a champion of diversity, and a humble, knowledgeable leader of the Rhodes Fire Station. He is an outstanding example of self-sacrifice to the needs of others.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

### **Ms Zena MEHANNA, Bronte NSW 2024**

Ms Zena Mehanna has been an operational firefighter for 25 years with Fire and Rescue NSW (FRNSW). Upon completing her recruit training, she worked in a number of fire stations in the Sydney CBD and inner west. She is currently a station officer at Leichhardt Fire Station, a position she has held since 2016.

Ms Mehanna is responsible for a crew of firefighters and leads their operational response activities, as well as the training, preparedness and prevention activities they undertake on a daily basis. As the station officer, she is often the incident commander at the wide range of incident types that FRNSW attends. She is responsible for the safe and effective response to the incident, making tactical decisions on the operational actions and safe deployment of firefighters to rescue people, protect property, and dealing with the various hazards that are present.

Throughout her career Ms Mehanna has built a reputation as being a very capable firefighter, working in a number of busy and challenging fire stations. In addition she has developed an operational speciality as an aerial appliance operator. She promotes a positive and inclusive culture in her crews, setting clear expectations for all staff, calling out poor behaviour and motivating staff to perform to their best.

Ms Mehanna is a role model to many female firefighters, actively seeking out and supporting young female firefighters, and providing them insight, guidance and support to assist their careers. She regularly speaks to classes of new recruit firefighters, outlining to them expectations and providing career advice.

In 2020 Ms Mehanna was diagnosed with a workplace related cancer. Despite this significant challenge, she has used it as an opportunity to share her story through diagnosis, treatment and recovery with other firefighters.

Ms Mehanna's willingness to share her personal experiences and put them into a relatable context for her colleagues will have a significant positive impact on the health and wellbeing of firefighters for many years to come.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mrs Linda Mary RILEY**, Mungindi NSW 2406

Mrs Linda Riley joined the Mungindi Brigade in 1992, taking on the role of Deputy Captain that same year, and became Captain a few years later. She remained in that position until 2001 when she assumed the role of Senior Deputy Captain which she has held to this day.

In 2022 she shared in the Rural Fire Service (RFS) Commissioner's Unit Citation for Service awarded to the Mungindi Brigade for their efforts during shop fires in Mungindi in September 2020. The fire destroyed the town's supermarket and had a significant impact on business and the community. Mrs Riley was instrumental in supporting her Captain and Brigade through her personal actions which are credited with limiting the spread of fire to adjoining businesses. Her actions and those of the Mungindi Brigade prevented a major loss becoming catastrophic for that community.

In addition to Mrs Riley's long-standing commitment to operational activities and senior leadership roles, she has contributed more broadly to the work of RFS in her roles as a Permit Officer, Brigade Treasurer, Secretary and Training Officer. She helped establish breathing apparatus and rescue capabilities within her Brigade. One of Mrs Riley's most distinguishing and admirable traits is related to her profession as a nurse. She is acknowledged as being a source of calm reassurance and unwavering support for her Captain and the Brigade in all their challenges and endeavours. She is known for being a quiet achiever especially during medical emergencies.

Mrs Riley's commitment to the RFS and the community is clear to all who know her. She is acknowledged by her peers as an excellent ambassador for the organisation and for her distinguished service over many years and in various roles.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mr Grant Stanley WARGREN**, Berowra Heights NSW 2082

Mr Grant Wargren joined the then Elouera Brigade in 1977 as Deputy Captain and served in the Hornsby Headquarters Brigade as Senior Deputy Captain and Captain of the Berowra Brigade. He served as a Deputy Group Captain until his appointment as a Group Captain in 2011.

As senior Group Captain he has been involved with the training, operational mobilisation and organisation of volunteer firefighters. His ability as a leader and fire tactician has been demonstrated during major wildfire and other incident campaigns, both locally and out-of-area, since the late 1970s.

During the 2019/2020 fire season Mr Wargren had key leadership roles in locations varying from the Mid-North Coast to the Victorian border. He has led strike teams to incidents in Victoria, including the Black Saturday fire, Western Australia, the Australian Capital Territory and Queensland.

Mr Wargren has developed training and assessment programs, led training programs as a volunteer training coordinator at a district level, and embraced and promoted positive change management in training curriculum. He also worked with Rural Fire Service (RFS) state training officers in delivering instructor and assessor courses across the State.

He has participated in regional and state level Incident Management Training (IMT) as a mentor and facilitator, and has experience working on Incident Management Teams during large operations. He has held brigade executive positions including Training Officer, Secretary, and Vice-President.

In 2011, Mr Wargren was selected by RFS to deploy to the Republic of Botswana in an operational training leadership role to build fire management capability within Botswana fire agencies. During his time as a field commander, his quick thinking, tactical ability, and task prioritisation skills have contributed to saving many properties and potentially lives by the onset of fires with crews working under his command.

Mr Wargren is a member of the newly formed Greater Sydney Area, Command and Leadership Group, and is a dedicated volunteer who has given 46 years of exemplary service to the community and to the RFS.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

### ***Victoria***

#### **Mr Paul Richard DENHAM, Buxton VIC 3711**

Mr Paul Denham is the Captain of the Buxton Fire Brigade, and a highly experienced and respected firefighter in urban and rural settings. Over 40 years of dedicated and exceptional service has established him as a capable and trusted operational leader in field command roles.

He has served in leadership roles at Boronia Fire Brigade, was a Deputy Group Officer with the Knox Group of Fire Brigades for nearly 10 years, and was Lieutenant at Buxton Fire Brigade before becoming Captain. He holds Level 3 Accreditation as a logistics officer, and his expertise as a project manager in the building and construction industry and his prior service in the Royal Australian Navy, are assets during major emergency situations.

Mr Denham's frontline operational experience includes contributing his skills on the fire ground during the 2019/2020 fires in and around Corryong. He also has extensive experience as a Strike Team Leader, and his expertise was put to the test during the 2009 Black Saturday bushfires in the Kinglake and Yarra Glen areas where he also served time as Divisional Commander - Kinglake Division. He is also an accomplished and experienced structural firefighter.

Mr Denham has made a tangible difference to the Country Fire Authority (CFA), and to the Boronia and Buxton communities as a community-conscious volunteer member of CFA, an active member of Brigade Management Teams, State Councillor of Volunteer Fire Brigades Victoria (VFBV), and a former CFA board member. He always pursues the interests of the safety, efficiency and well-being of CFA members. He is passionate about training in the CFA and has made significant contributions in this area.

He works to ensure CFA members are recognised for their gift of service and inspires others to join the CFA. He engages with the community and helps them share responsibility for their safety. His confident, approachable manner, and his disciplined systematic approach, have earned the respect of his peers, CFA staff, and the community.

Mr Denham has distinguished himself as an exemplar of volunteerism and an ambassador for all that is good about the CFA.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Ms Dawn HARTOG**, Toolangi VIC 3777

Ms Hartog is an active operational firefighter with the Country Fire Authority (CFA), and is currently the Captain of Toolangi Fire Brigade. Ms Hartog has provided 18 years of dedicated and exceptional service to the CFA, initially as a staff member and since 2012 as a volunteer.

She was deployed as part of Strike Teams to assist fire affected communities during the 2019/2020 bushfire season. As well as her active firefighting roles, she also provides frontline service working within Incident Management Teams in the field at Incident Control Teams and at the State Control Centre leading and managing the Public Information Section.

Throughout her CFA membership she has distinguished herself by her outstanding ability to effectively engage a broad spectrum of stakeholders and achieve outcomes that have made a significant contribution to increasing CFA's capability and performance and improving community safety in Victoria. She has driven the development and application of improved ways to interact and educate the community and schools to understand and manage bushfire risk in partnership with other fire agencies, and with local brigades and communities. This has generated advances in how Victoria promotes and manages fire prevention and preparedness efforts.

Ms Hartog's compassionate and inclusive nature has established her as a trusted leader and advocate for CFA members. She is well-regarded within the CFA and across the emergency management sector for her outstanding contribution as a leader of volunteers, and as a CFA board member. Her outstanding dedication and contributions have greatly improved service delivery to, and safety of, the Victorian community, as well as assuring that appropriate governance arrangements are effectively and efficiently implemented for the best CFA possible.

Ms Hartog's extensive experience and exceptional emergency management and risk management abilities have enabled her to be a trusted and influential contributor across many forums.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

### ***Queensland***

#### **Mr Ashley Alfred CUPITT OAM, Yungaburra QLD 4884**

Mr Ashley Cupitt is a role model to his peers and has provided exemplary service and dedication to the Queensland Fire and Emergency Services (QFES) for over 46 years as an auxiliary firefighter. He is an inspirational leader and a highly respected community member.

Mr Cupitt has consistently displayed outstanding leadership and commitment to enhancing the QFES auxiliary firefighter workforce throughout the far northern region of Queensland and has been a dedicated, operational member providing firefighter response services during numerous natural disaster events including cyclones and bushfires. His most recent disaster response entailed firefighting operations in Mareeba during the 2019-20 bushfires. He is a passionate peer support officer supporting and helping QFES members in their time of need.

Mr Cupitt is passionate and dedicated to enhancing community resilience through supporting the local community and promoting community education and safety at every opportunity, delivering fire education to schools and kindergartens, as well as Road Accident Awareness Programs to Year 11 and 12 Students. For many years he represented QFES on the Eacham Shire Council and Tablelands Regional Council's counter disaster planning committee. He has dedicated time to conducting fire evacuation drills at schools, addressing many community groups, including Lion and Lioness Clubs, the Country Women's Association, and local businesses on fire safety. Mr Cupitt has manned information stands at local shows and events sharing his wealth of knowledge.

Mr Cupitt has spent considerable time conducting hazard reduction burns in the interests of public safety and protecting the environment. His outstanding dedication, prolonged service and compassion are an asset to both the Queensland Fire and Emergency Services and the community of Queensland.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

### **Mr Graeme Robert HALL, Wavell Heights QLD 4012**

Mr Graeme Hall commenced with Fire and Emergency Service in Queensland as a professional firefighter in 1989, and throughout his career has demonstrated distinguished service locally, nationally, and internationally.

He is recognised for his leadership, critical expertise, and relentless commitment to building Queensland's and Australia's globally recognised urban search and rescue capability, mentoring international teams in the region, and more locally establishing and embedding the highly regarded damage assessment methodology in Queensland.

Locally, Mr Hall has provided operational response service in many disasters and emergencies, including the 2011 Christchurch earthquake and the 2019 Townsville floods. Internationally, he has had active participation and success in leading International Search and Rescue Advisory Group training courses in Singapore, the United States of America, and China.

He has served in a range of appointments, in each of which he has formed trusted relationships with external key partners to ensure the best outcomes for communities experiencing loss in the immediate aftermath of natural disasters.

Mr Hall is acknowledged as a fire officer who strives for excellence and exemplifies the Queensland Fire and Emergency Services values in the delivery of preparedness, response, and recovery services to local, national, and international communities.

### **Mr Waine Douglas SCOTT, Yeppoon QLD 4703**

Mr Waine Scott has provided distinguished service to the Queensland Rural Fire Service over a period of 37 years. He is a respected member of his local brigade, group, and area. He has provided exemplary leadership in many fire events in the local area, being incident controller and operations officer. He has provided operational response service to many emergencies and disasters including fires, floods, and cyclones, most recently deploying to assist New South Wales and the Australian Capital Territory during the 2020 Bushfires as well as providing integral service during the devastating fires in Cobraball in Queensland.

Mr Scott has a strong drive and will to contribute towards operational capability through training volunteers. He sees training as an opportunity to build resilience and develop our future leaders of the fire service. Mr Scott started training volunteers within his local brigade over 30 years ago, and in the broader regional community. His passion for training and education has brought together local brigades and volunteers to enhance skills and build comradery, develop leadership, build trust amongst crews and brigades, build resilience amongst the volunteers in times of emergencies, and show the volunteers that they have courage in times of adversity.

Mr Scott continues to train new and existing volunteers within his local brigade and other brigades in the Rockhampton area. He supports the members to enhance and develop their skills to ensure their safety in every job they attend. He encourages and supports new members in their journey with the Queensland Fire Service.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

### ***Western Australia***

#### **Mr Roberto Paul ALTERI, Seville Grove WA 6112**

Mr Roberto Alteri first joined the Armadale Volunteer Fire and Rescue Service (VFRS) in 1979 and has made an extraordinary contribution to the community and Brigade during his 44 years of continued service.

Mr Alteri has attended more than 4600 incidents as a senior volunteer firefighter, and in elected roles including Captain, Foreman and apparatus officer. This includes high-risk and complex incidents including aircraft crashes, assisting Western Australia Police at drug-raid responses, fuel-tank explosions, and many significant bushfires.

One of Mr Alteri's key achievements was during his tenure as Captain from 1987-1989 when he led the Brigade through a significant transition to a new operating model. This involved the introduction of a joint career and volunteer firefighter station to facilitate 24-hour shifts for improved community safety.

In addition to building stronger working relationships between career and volunteer personnel, Mr Alteri also advocated for, and implemented, a new training regime to boost volunteer skill levels and ultimately allow them to work more effectively with career firefighters.

Mr Alteri has also dedicated time to organising and running Brigade social events and mentoring new members, with colleagues continuing to rely on his calm and decisive leadership during emergencies. The membership voted to accept Mr Alteri as a life member of the Armadale VFRS in 1994.

Across his varied roles and decades of service, Mr Alteri has served with commitment, professionalism, strength of character and leadership. His contributions have been pivotal to the success of Armadale VFRS which continues to provide a high level of service to the community.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mr Michael Robert GILLHAM**, Kelmscott WA 6111

Mr Michael Gillham, Station Officer at the Department of Fire and Emergency Services, began his fire and rescue career in 1989. Over the past 33 years, he has served communities across metropolitan and regional Western Australia, deployed to interstate incidents, and mentored and trained future generations of emergency services personnel.

Mr Gillham has instructed on, or commanded, 12 trainee firefighter schools. He helped set up a new Station Officer (Incident Command) Training School in 2020 which continues to be pivotal in establishing a lasting culture of respect, professionalism and high performance in fire and rescue. Mr Gillham has mentored junior station officers to help them navigate the complex world of incident response and people-based leadership.

Mr Gillham was deployed to the De Grey Bush Fire in Port Hedland in 2021, where he filled the role of divisional commander. He was deployed to New South Wales in 2020, as part of a contingent sent from Western Australia, where he acted as a sector commander. Over his years of service, Mr Gillham's past and present colleagues credit him with providing a high level of mentorship, support and direction.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

### ***South Australia***

#### **Mr Gregory John CRAWFORD, Normanville SA 5204**

Mr Greg Crawford is known for both his operational expertise and leadership and he actively promotes and encourages the development of all South Australian Country Fire Service (CFS) members.

Mr Crawford has demonstrated outstanding operational command and administrative leadership for the Southern Fleurieu Group as Group Officer, a role he has held for 15 years. His operational roles have included Crew Leader, Divisional Commander, Group Duty Officer, Sector Commander, and Incident Controller.

He has led numerous operational responses to teams in the field throughout his time with CFS, during which he has displayed the highest level of leadership and effective decision making.

As a highly respected operational leader, his dedication and proactive approach to mentoring and developing the young leaders of today and encouraging and preparing the leaders of tomorrow will see the CFS in good hands in the years to come. Mr Crawford encourages members to develop their own skills, knowledge and ability. He pushes members to learn and he maintains and supports them in these endeavours. He actively promotes CFS at community events and open days. He is a strong advocate for developing relationships that support the organisation and the community.

Mr Crawford is a quiet achiever who allows others to develop and roll out programs and projects while he supports and guides from behind. This approach, whilst building strength and capacity of CFS members, often means that he does not receive the recognition that should be accredited to him. Mr Crawford is an advocate for all members to reach their potential, and is a strong voice for female inclusion within CFS.

Mr Crawford's most recent project is establishing an operational support brigade within the Southern Fleurieu Group to ensure that skills and knowledge of members no longer wanting to be active firefighters are maintained within the organisation, and used to build greater ongoing resilience and skills within the community.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mrs Lynda May SMITH**, Arno Bay SA 5603

During her 44 years as a volunteer, Mrs Lynda Smith has demonstrated distinguished, exceptional service and commitment to the South Australian Country Fire Service (CFS).

Since 2011, Mrs Smith has attended over 75 incidents, including interstate deployments to Victoria and New South Wales in 2009 and 2022 respectively. At these incidents she had a variety of roles, including Brigade Firefighter, Jurisdiction Liaison Support Officer, Logistics Officer, and Incident Management Team (IMT) Coordinator.

Mrs Smith has undertaken the successful application and submission of local government funding, upgrading 12 fire sheds in Region 6, including a new Air Operations shed at Tumbly Bay. Her efforts innovated and enhanced fire operations and capabilities to protect volunteers and local community.

Mrs Smith's expanding innovative implementations of new administration systems and procedures provided CFS with accurate record management and review processes for personal protective clothing (PPC), and vehicle servicing and maintenance programs at the local level, for the interest and safety of community, volunteers, and fire/emergency operations.

Mrs Smith dedicates her service assisting in developing and improving systems for state, regional and group incident management teams, and supporting her peers. She has invested in many interstate/intrastate deployments, from fire to flood, providing an abundance of experience.

In her current role of IMT Coordinator, she provides operational support, mentoring, leadership, and opportunities for new Logistics Officers to improve and develop their skills to pursue regional and state IMT roles.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

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

#### **Mr Glenn Cameron BREWER, Jerrabomberra NSW 2619**

Mr Glenn Brewer has maintained the highest levels of commitment and professionalism to ensure that ACT Fire and Rescue (ACTF&R) is a sustainable, inclusive and modern fire service.

His work on key projects has ensured that ACTF&R keeps pace in a rapidly evolving industry, and that firefighter and community safety is at the heart of his drive for excellence. He has 20 years of dedicated service with ACTF&R as an operational frontline firefighter, and now leads the implementation of key infrastructure, fleet and technological projects which are shaping the future of ACTF&R, including the electrification of the firefighting fleet, all whilst maintaining his skills as an operational firefighter.

Mr Brewer's continued enthusiasm and dedication has ensured that future generations of firefighters are as safe as possible in a dynamic and sometimes dangerous career. He was involved in the aftermath of the devastating Canberra bushfires in 2003, assisted with the Morwell coal mine fire in Victoria in 2014, and most recently with the 2019/20 bushfires in the Australian Capital Territory.

Mr Brewer has also dedicated himself to assisting firefighters internationally through his role as Pacific Island Liaison Officer where he has worked with the Republic of Vanuatu to improve firefighter safety and capability. He played a leading role in the coordination of support to the Vanuatu Fire Service, including the provision of training, technical advice, and equipment.

Mr Brewer's continued enthusiasm for innovation and change has seen him embrace his leadership role with ACTF&R where he continues to influence the direction of the service, and the continued high quality service provided to the community.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mr Anthony HILL**, Evatt ACT 2617

Mr Anthony Hill joined the ACT Rural Fire Service (ACTRFS), Rivers Brigade on 26 September 1991 following three years of volunteer service with the ACT State Emergency Service (ACTSES).

Of Mr Hill's 32 years of service with the ACTRFS, he has served more than 14 of these in frontline leadership roles including as Deputy Captain, Senior Deputy Captain and Captain.

Mr Hill continues his service as a senior member of the ACTRFS, spending most of his time helping to train and mentor the Brigade's drivers. For more than 32 years, Mr Hill has worked tirelessly to improve the safety of volunteer firefighters by helping with the design, selection and procurement of bushfire fighting vehicles.

Mr Hill also volunteers considerable hours of his time to help train other ACTRFS members, in particular in the use of new equipment and technology. Importantly, he instructs and mentors ACTRFS and ACTSES volunteers in the safe use and operation of heavy bushfire fighting tankers.

Mr Hill has played a major role in ensuring the ACTRFS maintains a high professional standard for heavy vehicle drivers within the service. He has attended most, if not all, of the significant bushfires across the Canberra region and Australia since 1991, including the Victorian bushfires in 2016 and 2009, Canberra bushfires in 2002 and 2003, and he contributed more than 500 hours of service on fire grounds across Australia in the 2019/20 bushfire season.

Mr Hill is very generous with providing his time for other members of his Brigade and the wider service. This dedication to the ACTRFS and wider community is testament to his character.

## **AMBULANCE SERVICE MEDAL (ASM)**

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

#### **Mr Roderick Joseph BRYANT-KING, Balmain NSW 2041**

Mr Roderick Bryant-King has a 44 year career with NSW Ambulance (NSWA) across fleet, control, rescue, intensive care, front line management and education.

He is currently operational, and maintains his paramedic registration, as well as credentialing, with NSW to practice as a clinician. While working in the education team, Mr Bryant-King developed competency based training platforms in addition to running the training unit and providing educational support for the local sector. He developed the first early learning management system (LMS) used by NSW Education to track, report and manage learning and certification. This LMS allowed for rapid creation of reports and evidence as required by other business units, including a new capacity for operational units to identify training needs and pre-plan deployment to programs. It represented a shift towards professional engagement with education, providing high levels of integration with operational rosters. This LMS provided the foundation for the current LMS provider to build the integrated system in use today.

The COVID-19 pandemic saw NSW in need of alternative treatment options including the development of safe intensive care uplift skills and procedures. With a tight timeframe of under four weeks, Mr Bryant-King worked above and beyond to develop skills, sessions plans, instructional videos and electronic on-line learning programs to ensure this training could occur. A five-day training program was developed in a twentieth of the time usually allocated for a similar task.

As a paramedic, intensive care paramedic and rescue operator, Mr Bryant-King attended a large number of complex cases - including operating the Hunter rescue truck during the Newcastle earthquake aftermath. Shifts during this time were challenging, long and carried a heightened emotional load. In addition to operational requirements, Mr Bryant-King continued to offer wellbeing support to his colleagues, patients and the local community.

## **AMBULANCE SERVICE MEDAL (ASM)**

**Mr Geoffrey Raymond COLEMAN**, Engadine NSW 2233

Mr Geoffrey Coleman has served with NSW Ambulance (NSWA) since 198, and is currently employed as a Clinical Training Officer in Sydney and South East Sydney. He is also a certified intensive care paramedic following his training in 1995. He is currently operational, and maintains his intensive care paramedic registration, as well as credentialing, with NSW Ambulance to practice as a clinician.

Mr Coleman has dedicated his career to assisting others both within the organisation and outside. He has prided himself on supporting all staff during work time and outside of those hours. Mr Coleman performs above and beyond the expectation of his role, maintaining close support in the ongoing training with volunteer units, and spending many hours presenting and assessing Maintenance of Skills (MOS) training. Mr Coleman maintains the MOS session development which allows these units to engage in continuous training and credentialing activities vital to their capacity to provide community first responses. His expertise ensures these vital training programs meet the needs of NSW and the community.

Mr Coleman is first to volunteer to provide valuable advice and welfare support during larger scale and emotional emergency responses. During the early stages of the COVID-19 pandemic, he was the first educator to offer his support to the rapid and high demand on boarding projects.

While maintaining his business as usual activities, Mr Coleman undertook the additional role to develop new education programs for delivery to a newly introduced casual workforce. This nationally inaugural program involved university students being prepared across four sites statewide. To ensure success, Mr Coleman was instrumental to the team which developed contemporary training programs to be delivered via a multitude of methods. Mr Coleman also volunteered to facilitate the subsequent induction program.

Mr Coleman's work both internally and externally personifies the values of NSW. He treats all he encounters with care, compassion and respect constantly promoting patient centred care and clinical excellence.

## **AMBULANCE SERVICE MEDAL (ASM)**

**Dr Sarah COOMBES**, Annandale NSW 2038

Dr Sarah Coombes has an extensive medical career with a focus on the delivery of critical care to regional and remote patients by fixed wing, helicopter, road retrieval and telehealth. She is currently operational, maintaining her medical registration, as well as credentialing, with NSW Ambulance (NSWA) to practice as a clinician.

Dr Coombes has international operational experience, flying with London's Air Ambulance before moving to Australia to work with the Newborn and paediatric Emergency Transport Service (NETS), and Westpac Lifesaver, before joining NSW Aeromedical Operations in 2007. As the Executive Director of Aeromedical Operations, Dr Coombes oversaw the NSW aeromedical response to the COVID-19 pandemic, bushfire emergency 2019-20, and the flood emergencies of 2022 and 2023. Whilst maintaining a contemporary practical knowledge and technical capability in both Emergency Medicine and Pre-Hospital and Retrieval Medicine (PHARM), Dr Coombes' experience and knowledge remains pivotal to the good governance, safety and evolution of this specialist medical area within New South Wales, Australia, and around the world.

Dr Coombes has been instrumental in the development and delivery of the aeromedical capability for NSW, instructing doctors, paramedics and flight nurses on numerous training programs. Dr Coombes has responded to, and often led, some of the most demanding and complex aeromedical incidents. These have seen Dr Coombes lead teams treating critically ill patients in difficult locations such as cliffs and canyons. Dr Coombes has also deployed nationally and internationally as part of an Urban Search and Rescue (USAR) team, and an Australian Medical Assistance Team (AUSMAT).

Dr Coombes' expertise and guidance on the delivery and management of PHARM is highly regarded, seeing her sought out by the profession and representing NSW at forums nationally and internationally. She is a critical stakeholder when NSW or aeromedical and health agencies want to introduce new capabilities for aeromedical and regional health care environments. Dr Coombes' commitment ensures NSW can deliver excellence in care to patients regardless of their location.

## **AMBULANCE SERVICE MEDAL (ASM)**

**Mr Allen KNOWLES**, Liverpool NSW 2170

Mr Allen Knowles joined NSW Ambulance (NSWA) in 1977, and has since undertaken various roles throughout his career. He maintains his paramedic registration, and is one of the NSW frontline operational team. With extensive experience, Mr Knowles is broadly respected amongst his colleagues and peers as a dedicated leader of Control Centre staff, and continues to work tirelessly at strengthening his capabilities and skills. He continues to support, guide and develop the capability of many colleagues within supervision roles.

Mr Knowles leads by example in the emergency management and service provision arenas. Mr Knowles has been involved and managed notable emergency responses such as the 1989 Newcastle earthquake, the 1991 Strathfield massacre, the 1997 Thredbo landslide, the 2011 Quakers' Hill Nursing Home fire, and the 2014 Lindt Cafe siege. While commencing his career as an on road ambulance officer, Mr Knowles continues to be recognised most for his contribution to Control Centre operations. Mr Knowles's time within this mission critical environment crosses defined generations where operations were once conducted using manual incident log slips and delivered to despatchers via conveyer belts, to the initial commencement of *Computer Aided Despatch* operations, up to the current day operation utilising the InformCAD platform.

Mr Knowles calmly and accurately executes his role within the operational landscape. His actions have set both a benchmark and precedent in ensuring the ongoing continuum of service provision to the community, sometimes in extremely difficult or untested operational scenarios. Mr Knowles has actively contributed to refine the Control Centres Business Continuity Plan, which contains the principles to guide Control Centre staff when planned and unplanned technical interruptions to service occur.

Mr Knowles has continuously demonstrated the importance of mentoring, coaching and guiding his colleagues. It is this approach that will ensure he will leave a legacy of team building capability to the benefit of NSW.

## **AMBULANCE SERVICE MEDAL (ASM)**

**Mr Karl Joseph SPACKMAN**, Bowral NSW 2576

Mr Karl Spackman joined NSW Ambulance (NSWA) in 1979, and is currently operational, maintaining his paramedic registration, and is one of the NSWA frontline operational team. Commencing within control operations in a time where duties were performed using a manual system, Mr Spackman was pivotal in the initial project and ultimate implementation of NSWA's first Computer Aided Dispatch system. This also saw specific involvement of the design of the current operational workstations used by Control Centre staff today.

Throughout his career Mr Spackman has been recognised by his colleagues as an experienced, supportive, knowledgeable and reliable leader within the Control Centre operational teams. He continues to mentor many of his colleagues in operational, supervisory and management roles to a high standard, with a focus on excellent service provision and patient care.

In 2021, Mr Spackman led a large group of Control Centre staff in workshop exercises which led to the trialling of a new dispatch model in Control Centres. While the trial is currently under review before further progression, Mr Spackman demonstrated his abilities to galvanise his colleagues and work towards the development of a new concept, aimed at improving operational efficiencies. He demonstrated exceptional leadership qualities during this exercise. Mr Spackman continues to display a keen eye for detail and actively drives process improvements for the betterment of patient safety and outcomes. Exceptional lateral thinking skills have allowed him to blend accumulated operational experience with creativity, which underpins the direction of the organisation, constantly striving for continual improvement opportunities.

Mr Spackman continues to drive best practices within control operations and has managed numerous large scale emergency responses including the bushfires 2019-20 emergency and the pandemic response.

## **AMBULANCE SERVICE MEDAL (ASM)**

**Ms Hayley Renee TURNER**, Wilton NSW 2571

Ms Hayley Turner is well known for her strategic vision, drive, and ability to deliver, and is a dedicated leader to her colleagues, teams, and those within the community. Ms Turner commenced with NSW Ambulance (NSWA) in 2001 and advanced as an intensive care paramedic in 2006.

She maintains her paramedic registration as well as credentialing with NSWA to practice as a clinician. Ms Turner has proven to be a skilled clinician, adaptable manager, valuable mentor and an inspiring leader who has worked in a range of clinical, operational and corporate roles including within change management leadership.

As the Associate Director of the Virtual Clinical Care Centre, Ms Turner oversees the day-to-day operations of clinicians, senior clinicians and clinical support assistants who undertake secondary triage and oversight of the pending Triple Zero (000) incident queue. The Virtual Clinical Care Centre is an exciting initiative to strengthen and improve the level of clinical care NSWA provides to Triple Zero (000) consumers, patients and communities. Ms Turner is passionate about providing patients with the best care option for their needs, and is focused on improving health outcomes by reducing unnecessary hospital admissions.

As the Acting Director of the NSW Public Health Unit during the peak of the delta variant wave mid-2021, Ms Turner worked tirelessly to develop processes to ensure timely, reliable and consistent advice, reporting and messaging to support staff safety and wellbeing, and ensure stakeholder confidence in advice and actions of the unit. As the Acting Director of the Workforce Planning and Governance, and Project Manager of the Statewide Workforce Enhancement Program Implementation (SWEPI), Ms Turner revised the communication and consultation plan for SWEPI to improve satisfaction and organisational reputation, aiming to decrease the number of disputes lodged in the Industrial Relations Commission. Ms Turner also facilitated the 2020 Single Roster Reform, including analysis and identification of appropriate roster patterns, planning, consultation, negotiation and implementation at 67 stations throughout the state.

## **AMBULANCE SERVICE MEDAL (ASM)**

### ***Victoria***

#### **Mrs Joanne Kate WILTON, Safety Beach VIC 3936**

Ms Joanne Wilton commenced service with Ambulance Victoria in 2000 as an Advanced Life Support Paramedic. Since joining the service she has undertaken numerous roles including Paramedic Senior Team Manager from November 2011 to June 2022. She currently works in operational service and holds the position of Acting Area Manager Metro 10.

She has made a significant contribution in the critical area of cardiac arrest. Through strong community engagement, she has improved both public training and response to potentially life-threatening cardiac events through her passion and determination in the local Mornington Peninsula area.

Ms Wilton and her team forged strong relationships with community leaders, stakeholders, and the broader community through CPR training (Call-Push-Shock) sessions, with over 600 members of the public having participated in the 2021-2022 year alone. Further, these community events encourage community members to join the GoodSAM initiative. This work has resulted in an increase in the availability of Automated External Defibrillators (AEDs) within the community by ensuring existing AEDs are registered, and by liaising with the community to convert private AEDs to publicly registered AEDs with 24-hour access to all. Further, Ms Wilton and her team played a significant role in securing the donation of over 24 additional AEDs for the district, which led to the Mornington Peninsula Council seeking to work with Ambulance Victoria to ensure more AEDs are located in local businesses.

Within Ambulance Victoria, each year Ms Wilton and her team drive to secure a seasonal Advance Life Support Paramedic Single Responder Unit in the towns of Flinders and Red Hill; a geographically remote, small sea-side town, and a small rural town, both located on the Mornington Peninsula.

During her 22-year career at Ambulance Victoria, there is no doubt that Ms Wilton's efforts, with the support of her team, will result in saving countless lives and improve the resilience and capability of the community.

## **AMBULANCE SERVICE MEDAL (ASM)**

### ***Queensland***

#### **Assistant Commissioner Matthew Raymond GREEN, Townsville QLD 4814**

Assistant Commissioner Matthew Green has had a long and distinguished ambulance career over 32 years, commencing with the Queensland Ambulance Service (QAS) in 1991 as an ambulance officer and progressing through the ranks to his current role of Assistant Commissioner of the Northern Region. He has taken on senior clinical roles where he has provided frontline leadership, advice, professional development and clinical expertise to the broader paramedic cohort within his area of operations. He has done this for a number of years with an exemplary and unblemished record.

Assistant Commissioner Green is a registered Critical Care Paramedic and credentialed for clinical practice by the QAS. During his service, Assistant Commissioner Green has been deployed to emergency events including Banda Aceh 2005 Tsunami, Tropical Cyclone Debbie 2017 and the COVID-19 pandemic.

Assistant Commissioner Green was on the ground at the Brisbane Airport as the Frontline Commander coordinating the repatriation of overseas patients during the COVID-19 pandemic and ensured a seamless cohesive approach between the QAS and the broader health system. Assistant Commissioner Green demonstrates conduct, integrity and distinguished service well beyond the norm.

He provides active engagement with frontline hospital and health services, health system integration and was pivotal in implementation of the 'Fall referral' program initiative in the Metro North Region. The Falls program has seen significant success and has been further expanded to other locations across Queensland, directly benefiting these communities. Assistant Commissioner Green developed and championed this novel approach to falls aftercare for vulnerable clients, ultimately reducing subsequent injury and requirement for hospital admissions.

Assistant Commissioner Green is also the executive sponsor and advocate for the QAS Cultural Safety Unit for over 50 Indigenous cadets providing frontline clinical leadership and supporting the Indigenous community members with career health pathways.

## **AMBULANCE SERVICE MEDAL (ASM)**

### **Assistant Commissioner David Gregory HARTLEY, QLD**

Assistant Commissioner David Hartley has had a distinguished ambulance career commencing with the Queensland Ambulance Service (QAS) as an ambulance officer in 1999. He has progressed through the ranks to his current role as Assistant Commissioner of Strategic Operations in 2022. Assistant Commissioner Hartley uses his high level clinical and system knowledge to analyse and problem solve to determine the best care alternatives during emergency incidents with both strategic and operational intent with proven excellence. Assistant Commissioner Hartley has maintained his credential scope of clinical practice as approved by the QAS, and has a clear commitment to patients and the ongoing care within the broader health system.

Throughout the COVID-19 pandemic response, Assistant Commissioner Hartley was instrumental in leading the response, completing all roles including in a direct frontline capacity, testing members of the community, providing supervision, support and leadership to frontline staff as a forward commander, and as a media liaison representing the QAS on multiple occasions.

Assistant Commissioner Hartley's experience as a subject matter expert in Strategic Operations includes strategic incident management, emergency management, and major events including Commonwealth Games Special Operations Group and COVID-19 fever clinics. His experience is widely recognised across the system at a state-wide level.

Assistant Commissioner Hartley is an exemplary example of a professional QAS ambulance officer who is well respected by the Queensland community, his peers and his colleagues.

## **AMBULANCE SERVICE MEDAL (ASM)**

### ***Western Australia***

#### **Mr Andrew Charles BLANE, Kalamunda WA 6076**

Mr Blane has been a frontline paramedic since 2007 with St John WA Metropolitan Operations, and in his 16 year tenure he has worked diligently to ensure his patients are cared for and his colleagues are supported. He has a human-centred approach that always considers both the patient and the care provider, and how a positive interaction can result for both.

In 2020, at the start of the COVID pandemic Mr Blane commenced as a Hospital Liaison Manager (HLM). The position was based at Midland emergency department and required Mr Blane to facilitate patient and resource movement. During his time in the role he went above and beyond, ensuring that the crews he interacted with had access to the latest information on changes to health systems, access to correct PPE and were supported in taking breaks, or in handing over their patient in a timely manner. He was always willing to cover any vacancies that occurred on the roster and approached the role with his customary humour and good will. While in this role Mr Blane was always proactive in developing solutions to issues that arose with a mind to patient and staff safety and welfare.

Due to his success in the HLM position Mr Blane was able to secure an Area Manager position. This was a new position that came into effect from November 2021. He embraced the new role, enjoying his ability to provide support and guidance to his staff. As 2021 evolved and the COVID-19 pandemic impact increased in Western Australia he proactively ensured that all employees had the latest information on the changes related to the COVID pandemic and were provided with the required PPE.

When resourcing pressures became extreme in the middle of 2022, Mr Blane regularly made himself available in his own time to work in an ambulance and supplement the shortages of paramedics on the frontline. This effort was maintained while competing all the required tasks as an ambulance manager to a high degree. Through this time and extra effort he maintained his positive manner and sense of humour.

## **AMBULANCE SERVICE MEDAL (ASM)**

### **Ms Rebecca Anne BOUGHTON, WA**

Ms Rebecca Anne Boughton joined St John Ambulance WA in 2012, and is currently a frontline Area Manager for the Metro Operations team. Since the beginning of the COVID-19 pandemic, she has been an integral part of the COVID-19 operations for St John WA, becoming an Area Manager and the lead in the BRAVO COVID-19 operations cell, where her efforts helped maintain response capacity and staff safety.

Although it has been her actions and commitments during COVID that have highlighted this nomination. Ms Boughton has shown commitment, leadership and drive to bring diverse teams together throughout her eleven year career with St John WA. She has achieved this by tutoring new ambulance officers coming into the service, working with external stakeholders as a Hospital Liaison Manager, and stepping up to an Acting Station Manager position in St John WA's largest and busiest stations.

At the onset of COVID-19, Ms Boughton worked with Metropolitan Logistics and Operations in the BRAVO cell, managing a dynamic team and ensuring the back of house functions of St John WA were able to continue to operate.

Her dedication to implementing processes, coordinating distribution, redistribution and finding solutions to issues that arose - all while under significant time pressure - allowed operations to continue seamlessly. This included keeping up with personal protective equipment (PPE) demand to ensure crews were never placed at risk, and constantly monitoring the stock across the Metropolitan area to maintain adequate stock levels.

Ms Boughton reviewed and developed procedures including workplace instructions for the safe operation of medical equipment and patient management protocols. She was instrumental in the development, education and implementation of the St John WA PPE procedures. Her commitment to her job and the organisation was evidenced through her drive and determination.

In February 2022, Ms Boughton took on the Operations Cell lead. This involved monitoring staff absenteeism, COVID-19 leave trends, and liaising with several departments to ensure that volunteers were trained and available to fill any shift vacancies created by COVID-19. Ms Boughton's dedication to this role ensured the maximum resources were available each day and mitigated the risk to the community.

## **AMBULANCE SERVICE MEDAL (ASM)**

**Mr Steven William DOUGLAS**, Northam WA 6401

Mr Steven William Douglas has served as a volunteer with the Northam depot of St John Ambulance WA for the past 40 years. He commenced as a cadet at age 14 in 1983. Since then, he has taken on a number of volunteer support roles such as volunteer development officer and country youth ambulance and youth development officer. Mr Douglas is currently serving as Emergency Medical Technician in his hometown of Northam Western Australia.

Mr Douglas generously gives his own time to be available to respond to emergency calls, often covering additional shifts during any resourcing shortages, and filling vacancies at late notice, and is a major contributor to his local ambulance sub-centre, providing important logistical support to paramedic staff. He averages 700 volunteer operational hours per year with many more non-operational hours.

Volunteer recruitment has been positively impacted by work he undertook to develop and implement a volunteer attraction and retention program. Mr Douglas engaged with other local volunteer groups and organisations to build positive relationships, improve community safety and promote St John within the community. As a result, he is a well-known and highly respected volunteer throughout the Wheatbelt of Western Australia with external stakeholders, and his positive engagement assists in encouraging local businesses to be more inclined to allow employees the time away from work to provide volunteer emergency support.

Mr Douglas also volunteers to assist other locations at major incidents including the Boddington and Yanchep bushfires, allowing local volunteers to get required recuperation and focus on their own wellbeing. Mr Douglas is a change champion, leading the way with a positive attitude, in particular, the transition of his regional sub-centre from a volunteer only to a hybrid depot. During the height of the COVID-19 pandemic, he was among the first to volunteer to be trained in the use of the special isolation ambulance.

## **AMBULANCE SERVICE MEDAL (ASM)**

### **Mr Conrad Geoffrey FAIRHEAD, WA**

Mr Conrad Geoffrey Fairhead joined St John Ambulance WA in January 2007, and has held many operational roles within the metropolitan area during his 16 year career. He is held in high regard and respected by his peers, line managers and operational leadership team.

Throughout his role as a Special Operations Paramedic, he is always one of the first to provide medical assistance in a disaster or crisis. Examples of this are the bushfires in Waroona-Yarloop, Yanchep, and Wooroloo plus others. He formed part of the urban search and rescue teams that were active in the search for missing and/or deceased persons because of the fires, and assisted victims of this devastating natural disaster.

More recently, in 2023 he was deployed to assist with the response to the Kimberley floods following Ex-Tropical Cyclone Ellie.

At the commencement of the COVID-19 pandemic he was deployed as part of an Australian Medical Assistance Team (AUSMAT) to Japan, and then onto Howard Springs in the Northern Territory to assist with repatriated citizens from overseas that may have been exposed to the virus, a high-risk operation at a time when little was known about the virus.

Mr Fairhead has the ability to interact with all walks of life and remains non-judgmental regardless of the circumstances to any call or situation he attends. He remains humble to compliments and deflects attention, encouraging others to share in everyone's success. Mr Fairhead's exceptional clinical knowledge and standards have assisted many junior paramedics to become high performing paramedics.

Mr Fairhead has exceptional interpersonal skills, and is sought after to mentor and assist junior staff members in their paramedical studies. Mr Fairhead has recently been accepted into the Critical Care Internship training program which, once completed, will see him operating as a critical care paramedic.

## **AMBULANCE SERVICE MEDAL (ASM)**

**Mr Mark Noel HILL**, Padbury WA 6025

Mr Mark Noel Hill commenced with St John Ambulance WA in February 2002. During his 20 year tenure he has undertaken a variety of frontline operational roles. As a frontline operational career paramedic, he has worked within metropolitan Perth and has travelled regionally. His frontline experience is expansive, across on-road paramedic response, industrial paramedicine, clinical support, paramedic training and special operations paramedical.

During the COVID-19 pandemic outbreak in March 2020, the Australian government commenced repatriation of Australian citizens from overseas. These returning Australians were quarantined on Rottnest Island and were cared for by the Australian Medical Assistance Team (AUSMAT). Mr Hill volunteered his time for both operations during March and April and was away for fourteen days on both occasions. The lessons learnt were valuable in guiding planning for St John WA during the early stages of the pandemic. Mr Hill's professionalism and dedication to service also assisted the people living in quarantine who had to come to terms with the isolation and uncertainty during these dynamic times.

Working as a special operations paramedic (PSO) he assisted with the first evacuation of COVID-19 patients from the cruise ship *Artania* in Western Australia. This occurred in the first few weeks of the COVID-19 pandemic when information and knowledge was limited. Mr Hill used his knowledge and experience to assist on the front line and maintain the safety of his fellow colleagues.

Mr Hill also volunteered again to join the AUSMAT response to the Victorian aged care COVID-19 pandemic and deployed to Victoria, providing valuable support to service providers dealing with these challenging times. At the conclusion of the fourteen day deployment he was required to isolate in hotel quarantine. During this time he provided valuable support to the Specialised Services Department in St John WA.

## **AMBULANCE SERVICE MEDAL (ASM)**

**Mr Mark Christopher McDONALD**, Mullaloo WA 6027

During Mr Mark McDonald's employment since 2012 with St John WA he has worked as a frontline ambulance paramedic in the metro area, and relieved country ambulance at various locations including above the 26th parallel as station manager at Hedland, and paramedic at Geraldton, Albany, Pinjarra and Bunbury, and has also been a relief community paramedic in Carnarvon, Denham and Exmouth. Mr McDonald is an exceptional paramedic who is always ready and willing to share his skills with those around him, especially the emergency medical technicians of which he is a huge advocate for.

Mr McDonald has worked alongside volunteers all across the State including performing a 2.5-year secondment in volunteer education to assist in writing and delivering training programs for volunteers, a 2 year secondment as Community Paramedic in the Wheatbelt alongside 18 months as Community Paramedic for Christmas Island, but more so now in the current role of community paramedic Northeast Wheatbelt. The role of community paramedic has allowed him to assist country and Christmas Island sub-centres to grow by helping the local volunteer development officers train to a high standard through thoughtful and caring guidance as well as providing a valuable resource such as a paramedic and mentor in the regions.

Mr McDonald is always willing to help with all things related to volunteers, especially advocating for volunteer ambulance officer welfare. He will often go above and beyond what's expected of a community paramedic and employee of St John WA by volunteering his time to make sure the officers in his area are supported professionally and emotionally. Mr McDonald has amply demonstrated that he will be there if and when needed and has never let anyone down on any occasion.

Another testament as to the leadership quality he provides is that he has been selected to be the Ambulance Forward Commander at the scene of major multi-agency incidents such as the Yanchep, Mogumber, Toodyay, Eyre Highway and Norseman bushfires and more recently in 2021, Cyclone Seroja in Exmouth, Denham and Kalbarri. Mr McDonald was also asked to make a presentation representing St John WA on his experience with Cyclone Seroja at the Rural Outback and Remote Paramedic Conference.

## **AMBULANCE SERVICE MEDAL (ASM)**

**Mr Michael Thomas MORGAN**, Toodyay WA 6566

Mr Michael Thomas Morgan commenced with St John WA in 2003, accumulating 20 years of service, and since that time has given significant volunteer contribution across multiple roles including frontline Emergency Medical Technician (EMT), Patient Transport Officer (PTO), Volunteer Leadership Group (VLG) member for Northam depot, Toodyay sub-centre chairperson, and most recently as Volunteer Development Officer (VDO).

Mr Morgan is a committed volunteer, regularly undertaking frontline volunteer shifts as both an EMT and a call taker for the Toodyay sub-centre. A natural leader, he always plays an important role when attending a major scene, (road traffic accident or similar), and has received clinical merit commendation for fast thinking and positive clinical decision making.

Mr Morgan's most recent notable actions saw him arrive on his own to a major incident involving eight patients. His courage and determination saw that those involved, who all had severe injuries, were ready for hand over to the appropriate resources as they arrived, including those needing transportation in rescue helicopters. Just over one week later he was again found on-scene at a vehicle rollover where he managed two severely injured patients until further resources arrived. Mr Morgan's actions regularly go above and beyond his position as an EMT and he is a dependable, courageous, dedicated, community-minded member of any emergency team.

Mr Morgan has shown great commitment to St John WA and his community. He is generous with his knowledge and experience, and believes that knowledge shared makes the whole team stronger. He is a leader with a passion, drive and commitment to his local community, deserving of recognition for the extraordinary effort, discipline and bravery he has displayed over his 20 years of frontline service.

## **AMBULANCE SERVICE MEDAL (ASM)**

**Mrs Naomi May POWELL**, Hammond Park WA 6164

Mrs Naomi Powell commenced her career with St John WA in 2002 as a country volunteer. She qualified as a paramedic in 2007, and undertook this role until 2011. From 2011 to 2014 she was an Area Manager which required her to provide single responder response, frontline leadership at multi casualty and major incident scenes, as well as clinical support at resuscitation and complex patient incidents. Since then she has excelled, working in various leadership roles such as Station Manager, Area Manager, Metro Logistics Manager, Manager Metropolitan Operations, Incident Management Team member during the first response to COVID-19 and member of the BRAVO cell (COVID response). Mrs Powell is currently in the role of Operations Manager of Metropolitan Operations.

During COVID-19 the Metro Logistics office, under Mrs Powell's leadership, pivoted and adapted to daily changes from monitoring the supply of personal protective equipment (PPE) statewide to fleet management issues. In addition, the office became a safe haven for paramedics with compromised immunity who were unable to perform their normal frontline duties. Instead of being unable to attend work, they were able to support their peers and the community, performing critical support functions without compromising their own health.

Through her leadership and innovation, the projected impact of COVID-19 on the delivery of emergency ambulance was significantly reduced. Mrs Powell was recognised as an integral part of the St John WA COVID-19 response and deployed to the Incident Management Team, and finally to the Metropolitan Ambulance BRAVO team (also COVID-19 response).

Mrs Powell was one of the first female operational frontline managers at St John WA. Her commitment to developing and inspiring other females has seen the balance of female managers increase from less than 10% to 50% in recent years. She supports emerging and aspiring leaders to be their best selves through selfless investment in their careers.

Mrs Powell was essential to the success of St John WA's response to the COVID-19 pandemic. Her commitment to providing a safe working environment for all and dedication to servicing the community has been evident throughout her service. Mrs Powell has gone above and beyond normal expectations, and she continues to serve the organisation, and the wider community, with distinction.

## **AMBULANCE SERVICE MEDAL (ASM)**

**Mr Brett James SCREEN**, Parkerville WA 6081

Mr Brett Screen joined St John WA in 1999 as a frontline ambulance officer, and then paramedic in 2003, and in his 24 years of service has worked across multiple roles of training secondment, both operations centre and on-road team leader, critical care and industrial paramedic, and as a regional paramedic where he also undertook relief in the station manager position.

Mr Screen has deployed to some of the most significant incidents around the State and country. As a Special Operations Paramedic he has undertaken deployments including the Waroona-Yarloop bushfires in January 2016 which devastated the town of Yarloop. He also volunteered to assist with the Asia-Pacific Economic Cooperation (APEC) medical support in Papua New Guinea in November 2018.

Mr Screen formed part of a Department of Fire and Emergency Services (DFES) rapid insertion team that required long treks and hand cutting of firebreaks. This resulted in the protection of a critically endangered fauna at the Esperance bushfire emergency in February 2019. In January 2020 he travelled to New South Wales bushfires to be deployed as part of Australian Medical Assistance Team (AUSMAT) to aid communities devastated by that State's bushfires.

In 2020, and onward during the COVID-19 outbreak, Mr Screen has supported both the organisation and the Australian response on multiple occasions. He also provided support and training to staff working in the specialised isolation ambulances for COVID-19 response in Western Australia.

Mr Screen has continued his frontline operations in areas where he is most needed. In 2021, during Tropical Cyclone Seroja, he assisted with the St John and inter-agency response to the incident that destroyed 70% of the local community. With the increase in COVID-19 cases, in 2022 he joined the St John WA COVID-19 liaison within the Department of Health's State Health Incident Command Centre (SHICC). Recently in 2023 he was deployed to assist with response efforts to the Kimberley floods following ex-tropical Cyclone Ellie.

## **AMBULANCE SERVICE MEDAL (ASM)**

**Mrs Jillian Melville SMITH**, Greenwood WA 6024

Mrs Jillian Smith commenced service with St John Ambulance WA in 2009 as an Ambulance Officer in metropolitan Perth. During her service of 14 years, she has performed and excelled at many leadership roles including Station Manager, Operations Response Manager, Operational Support Manager, Area Manager and Acting Metropolitan Manager of Operations.

Throughout the entirety of her career and now, she has been an exemplary role model within St John WA; leading with integrity and continuing to be a passionate and dedicated advocate for the safety and wellbeing of her peers.

Her outstanding service was evident during the COVID-19 pandemic, with a dedication and commitment going above and beyond her substantive role. She was responsible for the logistics and supply of all metropolitan stations of personal protective equipment (PPE), consumables, and fleet management. Without her hard work and dedication, the ambulance service of Western Australia would have had a reduced capacity to be able to respond to the community. She provided critical functions to understand the needs of the frontline staff, and was able to work collaboratively with internal departments to ensure these needs were met.

During this time, she looked after the most vulnerable staff, creating a safe working environment, building a team to meet the increasing workload to ensure that the ambulance service could meet the demands of the community. Her selfless actions in the unexpected leadership position that she was appointed to went beyond the expectations of any normal employee.

When the subsequent waves of COVID-19 hit, she was recalled to the new BRAVO response team. Despite the large increase in workload, she refused to give up the line management of her people and continued to work multiple roles during this time. Not only was she the fleet and supply member of the BRAVO team, she remained in her Area Manager role, and at times acted up as a manager of metropolitan operations of the North East District. This time was one of the most challenging operationally that St John WA had experienced, and she remained committed to her people and a beacon of leadership while ensuring critical fleet and supply functions.

## **AMBULANCE SERVICE MEDAL (ASM)**

**Mrs Amy Leigh TEAKLE, WA 6535**

Mrs Amy Teakle joined the Northampton Sub Centre in 2013 serving as a volunteer Emergency Medical Technician (EMT), and in 2017 took on the role of Sub Centre Chairperson.

In April 2021, Cyclone Seroja hit Northampton, and despite major damage to her home and the sub-centre, and little to no communication lines, she was out on the road to assist anyone in need. After the immediate aftermath had settled down she swung into action to support emergency personnel by setting up a free sausage sizzle for all, and supporting local families by providing essential school supplies and lunches to help families get children back to school.

She is the backbone of the Northampton Sub-Centre, and a major reason the sub-centre has excellent facilities to house its volunteers and provide first aid training. She initiated the Beating Heart Project in 2019. She secured federal funding that would cover half of the build's costs. To raise the other half of the funding, she led her volunteers in compiling a professional funding prospectus, successfully raising the additional funds required to complete the build. Sadly, only six months after completion of the new centre it sustained major damage in the cyclone. In a clear demonstration of her resilience, commitment, and strong leadership she rallied her team to rebuild the sub-centre which was officially opened in 2021.

As a first responder and part of a farming family, she is acutely aware of the inherent dangers of working on a farm. She tirelessly promotes the importance of undertaking first-aid training and installing first-aid kits and defibrillators in her community. Northampton is a small community, and it is not unusual for EMTs to be called out to a job and know the patient personally. Mrs Teakle has experienced this scenario on several occasions and despite her own feelings she always shows outstanding professionalism, cultural respect and compassion, and this has reinforced her passion for ensuring her farming community are prepared for any emergency.

## **AMBULANCE SERVICE MEDAL (ASM)**

**Mr David Andrew TUNNARD**, Golden Bay WA 6174

Mr David Andrew Tunnard joined St John Ambulance WA in January 2010 as part of the Metro Operations team, and has served 13 years to date as an Ambulance Officer and Ambulance Paramedic/Station Manager. During the COVID-19 pandemic, he supported the local management team and his colleagues on-road who were under extreme pressure because of the pandemic.

Mr Tunnard recognised the strain being placed on his fellow officers and paramedics and carried out tasks far above a level that would have been expected. Mr Tunnard ensured staff were adequately equipped with personal protective equipment (PPE) and any necessary equipment promoting the safety of crews.

Mr Tunnard assisted in many tasks that were COVID-19 related, and provided a safe working environment, ensuring all staff were kept up to date with current messaging.

He became an asset, not just to the local area, but also metropolitan wide, often driving long distances to deliver vital equipment to stations, complete movements of ambulances, advising the Supply and Distribution team of PPE stock levels on a daily basis, and assisting the Supply and Distribution team with effective stock management and distribution.

Mr Tunnard was always accepting of any tasks and completed these tasks without question or complaint knowing he was benefitting his colleagues, St John as an organisation, and in turn the patients that he so passionately cares for.

## **AMBULANCE SERVICE MEDAL (ASM)**

### ***South Australia***

#### **Ms Thamsin Kate DUNN, Bridgewater SA 5155**

Ms Thamsin Kate Dunn has demonstrated meritorious commitment to the provision of volunteer ambulance services and clinical care to regional communities since commencing with SA Ambulance Service (SAAS) on 15 May 2014. Ms Dunn is a frontline, operational volunteer ambulance officer, and has served over eight years in a number of roles, whilst also studying her Bachelor of Paramedicine degree at Flinders University.

In 2020, her passion for providing medical assistance and mentoring new volunteers led her to achieving positions as a Clinical Educator within the Regional Educator Network and, in 2022, as a Volunteer Training Coordinator, whilst continuing to also serve as a frontline volunteer.

Ms Dunn exemplifies the role of an ambulance officer and SAAS organisational values. With her commitment to patients and mentoring others, she is an exceptional and professional clinician who has mentored dozens of volunteer recruits. Her positive influence, skills, commitment and enthusiasm ensures she is a positive role model to junior ambulance volunteers. She is actively mentoring and assisting to retain the next generation of regional volunteers and educators for SAAS.

Ms Dunn continues to serve her community as a volunteer ambulance officer and has undertaken further tertiary education in the health care profession as an exercise physiologist and a master's in clinical nursing to provide better patient care. Her high-level understanding of digital technology and integration supports session delivery. It is of valuable assistance to the training capacity and quality which ultimately increases confidence and education of volunteers that promotes better clinical practice to patients.

Ms Dunn has demonstrated sustained and meritorious commitment to the SAAS and the regional communities of South Australia.

## **AMBULANCE SERVICE MEDAL (ASM)**

**Ms Stacey SOLOMOU**, Hope Valley SA 5090

Ms Stacey Solomou commenced with SA Ambulance Service (SAAS) in 1997 and has demonstrated commitment to frontline ambulance services for over 25 years. She has excelled in roles of operational and clinical leadership that include Area Clinical Team Leader from 2011 to 2018, Clinical Support Officer from 2007-2011, Bicycle Response Unit since 2011, Peer Support Officer from 2001-2008, Intensive Care Paramedic since 2001, State Duty Manager since 2019, and is currently relieving as an Operations Manager.

Throughout her career she has supported clinicians and SAAS connecting with the greater community, evidenced by her involvement in programs like P.A.R.T.Y. (for the prevention and reduction of harm associated with young persons), Paramedic Pete, an organisational mascot promoting kids' safety messaging to build children's trust, reassurance, and familiarity with SAAS, and completed a penthrane research project to better understand clinician and patient risks in administration of methoxyflurane as well as a published author alongside her clinical colleagues. As a peer support officer, Ms Solomou was committed to assisting peers through traumatic events and experiences through longstanding leadership and education roles at Flinders University.

Ms Solomou has demonstrated exceptional leadership and maintained a high standard of clinical practice. She fosters a positive environment for learning and growth to support others to achieve clinical excellence to ensure a high quality of care for patients. Ms Solomou was recently involved with the state duty manager assist model, an alternative roster as SAAS navigated an extraordinary demand that exceeded capacity to respond. A platform was created to allow better understanding to improve the triage of high-risk patients and to prioritise available resources. She was an integral forward liaison to coordinate the move of patients from the decommissioned Royal Adelaide Hospital to the new Royal Adelaide Hospital in 2017.

Ms Solomou has demonstrated sustained and meritorious commitment to ambulance services, the SAAS, and the South Australian community.

## **AMBULANCE SERVICE MEDAL (ASM)**

### ***Tasmania***

#### **Mr Colin Peter GEORGE, Dodges Ferry TAS 7173**

Mr Colin George has provided distinguished service to Ambulance Tasmania, the local community, and other volunteers. He commenced his service as a volunteer with Ambulance Tasmania in July 1991. Mr George has played an integral role in keeping the Dodges Ferry Ambulance Station going. The station was managed by volunteers until recently and, aside from a period of partnership, it has been Mr George who has been the common denominator and backbone of the service for over two decades.

Little did Mr George know when he returned to the Dodges Ferry Ambulance Station with a donation, after St John Ambulance assisted his son with a minor injury, that it would mark the start of this three decades of service to St John Ambulance and Ambulance Tasmania. He has saved lives, reassured patients and families in distress, mostly on call-outs by himself, day and night, week after week. He leads the station as training co-ordinator, training volunteers on managing difficult situations, and liaises and organises training exercises with other emergency services in his community.

He has also attended Variety/Tasmania (Tas Bash) one week every year for five years, which was a significant commitment for travelling around the state. He has also attended the Bream Creek Show once a year over five years as a First Aider.

Mr George spends hours training to ensure he maintains his skills. He frequently takes training at Dodges Ferry Ambulance Station when a paramedic is unavailable, and is a mentor for other volunteers.

Mr George's contribution to shifts highlights his incredible commitment, undertaking an average of 1000 hours per year on duty and an average of 105 cases a year. He has responded at times even though he was not rostered-on. He has an unwavering commitment to the community that goes above and beyond the highest requirement for a volunteer.

## **AMBULANCE SERVICE MEDAL (ASM)**

**Ms Lucy Beth OATLEY**, Glenorchy TAS 7010

Ms Lucy Oatley commenced her career with the Queensland Ambulance Service in 2015 as an Advanced Care Paramedic, before relocating to Ambulance Tasmania in 2017. She completed her Intensive Care Paramedic training in 2020 and has since held project management roles within the Clinical Services division alongside her frontline patient facing duties. She currently works as a Flight Paramedic in the Critical Care and Retrieval division of Ambulance Tasmania.

During her time working within Clinical Services, Ms Oatley notably developed and implemented the Ambulance Tasmania Thrombolysis Project. This project involved the development of policy, procedures, clinical practice guidelines, and quality assurance processes, as well as being responsible for the delivery of education and accreditation for paramedics statewide.

The implementation of the Thrombolysis Project has resulted in significant improvements in the clinical care provided to Tasmanians suffering an acute myocardial infarction - a blockage in blood flow to the heart, effectively reducing their time to life saving intervention across the state. Her dedication has been instrumental in the development and roll out of this initiative.

Ms Oatley's passion and commitment to patient advocacy and the clinical progression of paramedics is demonstrated by her continued involvement in community and professional events, including the annual Restart a Heart Day campaign, national Road Crash Rescue Challenges, and as a presenter at paramedic and nursing conferences. She readily takes on the role of mentor, educator and clinical leader to paramedics at all levels of practice through voluntary coordination of events for the Australasian College of Paramedicine and Ambulance Tasmania, alongside tutoring of students at the University of Tasmania.

Ms Oatley continues to dedicate her time to the promotion of the paramedic profession and is currently in her second year of chairing the organising committee for the Australasian College of Paramedicine International Conference.

## **AMBULANCE SERVICE MEDAL (ASM)**

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

#### **Ms Michelle Maree BLEWITT BM, ACT 2619**

Ms Michelle Blewitt commenced her career with the ACT Ambulance Service in 1989. Since then she has served most of her career in frontline operational roles, including as an on-road intensive care paramedic and flight intensive care paramedic. She is currently serving as Manager, Aeromedical Operations and Retrievals.

During her career Ms Blewitt has delivered key initiatives and industry firsts. These have included a support program for elderly members of the community suffering falls in their home, and the design and delivery of an education and awareness program to address a newly emerging trend at the time - drink spiking. This involved focused community messaging and direct support to vulnerable groups in the community. She has also participated in aeromedical missions including during the 1998 Sydney to Hobart disaster.

More recently, Ms Blewitt has designed and implemented the framework, processes, and procedures to safely sustain aeromedical services within the ACT and surrounding region prior to, and during, the COVID-19 pandemic. This has resulted in the aeromedical capability continuing to deliver patient retrieval services with minimal risk to the patient, flight paramedics, doctors, and pilots. She has made significant improvements to the road retrieval capability which can be used when flight operations are not possible.

Ms Blewitt has exemplified the personal values and behaviours expected of those charged with the care of community members at their most vulnerable time. She has made a significant contribution to community safety and wellbeing initiatives during her more than 33 year career, particularly during the challenges of the COVID-19 pandemic.

Ms Blewitt has, and continues to, serve the ACT Ambulance Service and those community members under her care with respect and distinction.

## **AMBULANCE SERVICE MEDAL (ASM)**

### ***Northern Territory***

#### **Mr Mark Daniel FERGUSON, Malak NT 0812**

Mr Mark Ferguson has been a frontline paramedic with St John NT for over 21 years, having joined the service as a professional paramedic after a career in the retail industry, and as a volunteer for St John NT in Katherine, Northern Territory.

Mr Ferguson attained the level of Intensive Care Paramedic 15 years ago and has expanded his skill set by being involved in a national project known as Extended Care Paramedic (ECP), which enables paramedics to provide care within the community to reduce presentations to hospital emergency departments around Australia.

Over the past three years, Mr Ferguson has worked tirelessly providing high level advanced care to the community. He has been able to utilise his high clinical expertise and experience as an ECP to provide extended pathways to Territorians during a challenging period, particularly in healthcare.

During St John NT's response to the COVID-19 pandemic, Mr Ferguson provided valuable leadership in the development of the Ambulance Assist' program to provide increased capacity during times of unprecedented demand. Mr Ferguson's experience in working with volunteers ensured the success of this program to provide an appropriate response to emergencies. He also demonstrated a strong sense of resilience, ensuring paramedics and volunteers felt supported during times of uncertainty. He provided strong leadership skills performing as a duty manager continuously during these periods. He regularly undertook additional shifts at times when staffing capacity was reduced due to isolation of staff to ensure an ongoing community response.

Mr Ferguson has devoted a large portion of his life to the Order of St John, he has supported the volunteer division as a member, Director and Commissioner. His compassion and dedication for the cause continues today as an influencing factor in the development of cadets into the organisation, and will do for generations to come.

## **AMBULANCE SERVICE MEDAL (ASM)**

**Mr Warren Mark PURSE**, Girraween NT 0836

Mr Warren Purse has been a frontline paramedic with St John NT for over 19 years, having joined the service in 2003 as a paramedic following a career as a medic in the Army. He gained his Intensive Care Paramedic qualification in 2005.

In 2012 he was one of the first duty managers appointed to provide on shift leadership and support to crews. From 2013-2015 Mr Purse increased his clinical skills by providing extended care skills as part of the national Extended Care Paramedic (ECP) Project, a role which enables paramedics to provide care within the community to reduce presentations at hospital emergency departments. In 2018 he commenced as an Intensive Care Paramedic on the Critical Response Unit. Mr Purse was one of the first ICP's to be recruited into this new role.

Over the past three years, he has maintained and excelled in the provision of frontline care to the community of the Northern Territory during the response to the COVID-19 pandemic. His clinical leadership and support to the operational crews through this difficult time has been extraordinary.

During COVID-19, St John NT developed the 'Ambulance Assist' program where volunteers were trained to support ambulance crews in the case of a surge in demand. Mr Purse was instrumental in building capacity within the volunteer workforce by providing driver training. He also supported a number of major public events occurring across the Northern Territory, such as the Finke Desert Race, V8 Supercars, and Base in the Grass, which were run including COVID-19 safety measures.

Mr Purse has been a strong advocate for road safety over the past 15 years in the Northern Territory, assisting with the education of school students, community and public messaging, sharing his own experiences as a paramedic.

## **EMERGENCY SERVICES MEDAL (ESM)**

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

#### **Mrs Tresne Lorraine CHESHER, Botany NSW 2019**

Mrs Tresne Chesher has over 21 years of voluntary service working on the frontline, and in extremely hazardous conditions, as part of the Randwick Offshore Boat Rescue team (SR30), and as a leader in her team in Operations and Management.

Over these 21 years Mrs Chesher has continued to extend her rescue skill base from patrolling lifesaver (1999), to rescue crew (2002), to rescue boat driver (2003), and then to rescue boat skipper in 2013. Over this time Mrs Chesher has participated in, and managed hundreds of rescues in the ocean, on cliff faces, on upturned boats, and in turbulent seas, and at all times leading with a calm and measured style.

Mrs Chesher was the first female to become a skipper of SR30 in 2013, and was the first female to achieve the role of offshore skipper in the 44 years of this rescue service at that time. Since 2013 she has continued her role on the Offshore Rescue Boat as crew/driver and skipper, and has now achieved her 20 Year Support Operations Certificate - the longest serving female on the Offshore Rescue Boat team.

As the driver and skipper, she is the one making the big decisions in the hazardous conditions, directing the crew, deciding how to manage the risks at hand, and being responsible for her rescue crew and the rescue itself - all while managing the ongoing and ever-changing conditions in the ocean.

Mrs Chesher has now served over 800 hours on the Offshore Rescue Boat since hours were recorded in 2005. In some seasons these hours have been nearly 100 hours of operational time on the Rescue Boat, and all in hazardous situations. Mrs Chesher is an all-round outstanding lifesaver and member.

## **EMERGENCY SERVICES MEDAL (ESM)**

**Mr Raymond John JONES**, Shoalhaven Heads NSW 2535

Mr Raymond John Jones has given meritorious service to the New South Wales community as a volunteer member of Marine Rescue Shoalhaven unit for more than 10 years. His professionalism, commitment and skill have directly contributed to the safety of the boating public in the Shoalhaven region's waterways.

A qualified Marine Rescue (MR) master, Mr Jones is professional and skilled in this role, placing the highest priority on the safety of his fellow crew members and the boating community, particularly when operating in dangerous conditions at night, in rough seas, or unfavourable weather. He has led numerous challenging search and rescue operations in response to traumatic emergencies.

Mr Jones has recorded hundreds of hours of sea time and is a skilled and respected rescue vessel master who makes himself available around the clock to respond to emergencies on the water, personally conducting numerous rescue missions, often in dark and dangerous conditions, to return those in trouble safely to their families and friends.

In addition to his operational vessel duties, he also supports the Unit as a qualified watch officer and currently undertakes the roles of training system officer, assessor, membership officer and training officer. Mr Jones has an enduring commitment to the mission of Marine Rescue but also, just as importantly, his commitment to the safety, welfare and support of his fellow volunteers of Marine Rescue Shoalhaven.

Mr Jones is widely respected for his skill and professionalism, giving his fellow crew members confidence in his abilities and judgment. Mr Jones has shown overwhelming dedication, commitment and a loyalty to Marine Rescue NSW and saving lives on the water.

## **EMERGENCY SERVICES MEDAL (ESM)**

**Mr Ian Phillip MORROW**, Lisarow NSW 2250

Mr Ian Phillip Morrow has given meritorious service to the New South Wales community as a volunteer member of Marine Rescue Central Coast and Newcastle units for more than 15 years.

Mr Morrow joined the then Royal Volunteer Coastal Patrol in 2007 serving over 15 years as a volunteer. While originally joining the Central Coast unit, he has during his service also volunteered and assisted at Newcastle Marine Rescue (MR) unit in various capacities. Mr Morrow has become one of the region's strongest trainer/assessor and educator to our members, both in the MR vessel and radio stream. In addition to his training and education roles, he has been involved in a large number of rescues and assists over the years.

As for his coxswain ability, his confidence, knowledge, and ability to undertake all manner of assists and rescues using his vast experience and common sense is exemplary. Operationally, Mr Morrow shows his ability to command various Marine Rescue NSW (MRNSW) rescue vessels both inshore and offshore and is always available for callouts at all hours. During the 2022 flood emergency, like many MRNSW volunteers, he coordinated and lead the Central Coast unit team assisting with flood relief for properties in the MacDonald River near Wiseman's Ferry.

In terms of leadership, Mr Morrow became deputy unit commander for the Newcastle unit for four years in 2015 while also undertaking the role of operations officer, trainer and assessor, training systems officer for both the Newcastle and Central Coast units. He was recently elected as unit commander of the Central Coast unit in 2022, but as a sign of his dedication, he still continues with training and other related duties at the Newcastle unit. Mr Morrow has shown overwhelming dedication, commitment and a loyalty to Marine Rescue NSW and saving lives on the water.

## **EMERGENCY SERVICES MEDAL (ESM)**

**Mr David Phillip PARSONS**, Katoomba NSW 2780

Mr David Parsons joined the NSW State Emergency Service's Kogarah Unit as a volunteer in 1978. He held the roles of intelligence and planning officer before transferring to Blue Mountains Unit in 1979, joining the Operations Team, and serving as Controller and Deputy Controller for over 20 years. Mr Parsons is currently Group Officer and Chief Planning Officer of Blue Mountains Unit.

From 1984-1985, the Blue Mountains LGA was impacted by heavy snowfalls. Mr Parsons was a driving force to develop the first version of a snow plan, which developed into a current sub plan of the NSW State Storm Plan.

From 1990 -1992, Mr Parsons became the first District Emergency Management Officer (DEMO) employed by the NSW SES for the Central West region, where he received a Ministerial Commendation. He remained a member of the Blue Mountains SES Operations team during this time as a trainer, and established the first formal plans to address multi-agency response to storms, floods and bushfires that impacted the Central West district. These plans were shared across the State and set the foundations of long term, multi-agency planning.

Mr Parsons' work on the Emu Plains Sector Evacuation Plan was invoked in July 2022 when over 300 residents were required to be evacuated as per flood evacuation orders. Mr Parsons' ongoing pre-planning and training of members ensured this evacuation was executed quickly and efficiently.

Mr Parsons founded the International Association of Emergency Managers Oceania Region, is a Director of the Australasian Institute of Emergency Services, is a Fellow of the Australasian Institute of Emergency Services, and an Honorary Fellow of the Business Continuity Institute.

Mr Parsons has 45 years of emergency management experience and education that he willingly shares with fellow emergency management practitioners across Australia and New Zealand.

## **EMERGENCY SERVICES MEDAL (ESM)**

### **Mr Gerald Howell STEPHENSON, Rose Bay NSW 2029**

Mr Gerald Stephenson this year celebrates 35 years as an active member of Surf Lifesaving at North Bondi Surf Life Saving Club (SLSC) having accumulated over 2,800 hours of patrol, logged since 2004, some seasons over 250 hours per season.

During these 35 seasons, Mr Stephenson has ensured that he has continually taken on new, challenging and very proactive roles, each of these putting him in operational frontline service and in many hazardous situations. He has achieved the following roles with many of these continuing today: inflatable rescue boat (IRB) crew and driver, patrol captain, rescue water craft operator, Offshore Rescue Boat (SR30) crew and driver, and duty officer - incident management.

Across these roles, Mr Stephenson has participated in hundreds of rescues in the ocean via the IRB, across a range of beaches on the jet-ski, and in many hazardous situations in SR30 both as crew and driver. He is one of the longest serving active members at North Bondi, and is still actively involved on patrol and as a duty officer.

Today, Mr Stephenson's vast rescue and patrol experience is used effectively via his role as a SLS Sydney duty officer, attending and managing major incidents at beaches and other locations, both during patrol hours and out of hours, and assisting in the management of these incidents with both lifesavers, and other emergency services. As a duty officer, he is the one guiding the team from an SLS perspective, and usually in hazardous and challenging conditions, ensuring effective use of resources, defined communications, and efficient collaboration with the other emergency services on site, all to ensure the best outcome possible.

## **EMERGENCY SERVICES MEDAL (ESM)**

### **Mrs Jacquelyn Mary TAFFS, Woolli NSW 2462**

Mrs Jacquelyn Mary Taffs has given meritorious service to the New South Wales community as a volunteer member of the Marine Rescue Woolli unit for more than 20 years. Her professionalism, commitment and skill have directly contributed to the safety of the boating public on the waterways of the Northern Rivers region.

Mrs Taffs joined the Marine unit of the NSW Volunteer Rescue Association at Woolli, on the New South Wales North Coast, in June 2002. In 2009, with the formation of the new Marine Rescue NSW, the unit became Marine Rescue Woolli. The Unit keeps watch over the Woolli River, its hazardous bar and exposed offshore waters, on an isolated stretch of coastline.

As a senior Marine Rescue radio and watch officer, she operates at a level of high alertness and is the first point of contact for boaters in need of rescue and assistance who are often in high levels of stress at all times of the day and night. In her role she is responsible for incident activations and the tactical response. She has played a pivotal role in the Unit's operations, including many Woolli bar rollovers and the response to numerous life-threatening emergencies.

Mrs Taffs' abiding commitment to volunteer education and development has helped build the essential communications capability of Marine Rescue NSW personnel on the Northern New South Wales coastline. She has supported the surrounding Northern Rivers Marine Rescue units with leadership, mentoring and training.

A valued mentor and advocate for her volunteer colleagues, she is a champion for the female members of Marine Rescue NSW, providing leadership and support to build stronger female volunteer representation in the organisation.

Mrs Taffs has contributed in a most distinguished manner to the safety of the New South Wales boating community, serving with distinction, dedication and commitment to the highest standards of service and saving lives on the water.

## **EMERGENCY SERVICES MEDAL (ESM)**

**Mr Robert Alan WILSON**, Bangor NSW 2234

Mr Robert Wilson has served the community of New South Wales with distinction as a Marine Rescue volunteer for more than 15 years. He is a member of the Marine Rescue Botany Port Hacking unit in the Greater Sydney region, and has contributed greatly to the organisation operationally, but also in key leadership roles, over many years.

As a member of Botany Port Hacking unit, he has served in roles such as operational Marine Rescue crew, a former deputy commander, treasurer and public engagement and fundraising officer. In a broader organisational contribution he was company secretary of Marine Rescue NSW (MRNSW) for a five year period when it came into being on 1 July 2009. He was elected as a Director of the Board of MRNSW in 2010 for the Greater Sydney region, and served from 2010-2014 and has again served as a general director from 2018-2023. In addition to this for the period of 2009-2019 he served as the volunteer coordinator, publicity officer and day -to-day officer in charge of MRNSW's involvement in the Sydney International Boat Shows, as well as the Sydney Trailer Boat Shows.

In addition to his leadership attributes, Mr Wilson has recorded hundreds of hours of sea time encompassing search and rescue operations within enclosed waters and offshore. These operations vary in terms of seriousness and complexity and range from routine breakdowns, to life threatening situations.

Mr Wilson is widely respected for his skill and professionalism, giving his fellow crew members confidence in his abilities and judgment. He has been involved in numerous challenging search and rescue operations in response to traumatic emergencies. Mr Wilson has contributed in a most distinguished manner to the safety of the New South Wales boating community, serving with distinction.

Mr Wilson has shown overwhelming dedication, commitment and a loyalty to Marine Rescue NSW, and to saving lives on the water.

## **EMERGENCY SERVICES MEDAL (ESM)**

### ***Victoria***

#### **Mr Royston William KENNEDY, Harrietville VIC 3741**

Mr Roy Kennedy has tirelessly supported and contributed to the Victoria State Emergency Service (VICSES), and the wider community, for over 12 years, not only as a dedicated volunteer but as a leader within the Bright VICSES unit along with surrounding VICSES units.

Mr Kennedy has always placed VICSES as a high priority in his life, at times he has put not only his work but his family second to ensure his local VICSES unit is ready to respond to emergencies 24 hours a day 7 days a week, and support his community and the wider community of Victoria.

As evident with numerous emergency events, such as the water rescue of a 16-year-old in fast flowing water, locating missing bushwalkers in the Mount Buffalo area, or on a working group to lead and implement best practices to assist paragliders when they are in need of rescue, Mr Kennedy plays an important leadership role. He has displayed exemplified leadership, direction, emotional guidance and support to others and assisted in operational support to the Bright and wider community.

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

## **EMERGENCY SERVICES MEDAL (ESM)**

**Mr Edward Robert LINDNER**, Somerville VIC 3912

Mr Edward Lindner is actively involved with Volunteer Marine Rescue (VMR) Mornington and Hastings. During his 20 years of volunteer service, he has progressed through the ranks and is an active and competent marine rescue coxswain, taking boats to sea on many hazardous rescues, both in daylight and at night.

He has been heavily involved in search and rescue activities where he has taken the role of on-scene coordinator on several occasions in multi-agency responses resulting in many successful outcomes. Based on the numerous rescues, his leadership, skills and experience have undoubtedly saved several lives from the water ways and, at times, in hazardous conditions. Notable rescues include three males who were capsized off Corinella, along with a complex, ten hour rescue of a family off the coast of Wilson's Promontory.

As VMR's current training officer and maintenance leader he is responsible for coordinating the control, deployment, care, and maintenance of the VMR's two rescue vessels, as well as managing a state-owned vessel. As a valued committee member of VMR, he plays a vital role in the management of the group, and has built and maintained strong working relationships with a variety of stakeholders across the emergency services sector, marine industry, and the community of Mornington Peninsula and surrounds.

He has made a significant wider contribution to the sector, by assisting other independent volunteer marine rescue groups in Victoria, advising their leaders with technical or communication advice, and providing valued input and advice with Emergency Management Victoria Marine Search and Rescue team.

Mr Lindner's dedication to Marine Rescue Victoria, and to the boating public, makes him a highly valued member of Victorian emergency services.

## EMERGENCY SERVICES MEDAL (ESM)

### *Queensland*

#### **Mr Raymond Charles MOGG**, Aroona QLD 4551

Mr Raymond Mogg joined the Australian Volunteer Coast Guard Association (Coast Guard) in November 1991. Mr Mogg soon qualified as a competent crewman, progressing through to being an inshore skipper, then a TDM07 coxswain, and a leading coxswain by 2010. Mr Mogg demonstrated his seamanship skills to such a high level that he was appointed as the lead skipper of his boat crew. During his years on boat crew, Mr Mogg performed 268 assists of vessels in distress and logged 1,182 hours of sea time, retiring from boat crew duties in 2017.

Mr Mogg has also applied himself to becoming a base station radio operator, amassing over 5,000 hours of radio operations in almost 20 years of service. Mr Mogg was so efficient in his duties that he was appointed as the Flotilla's radio section leader, as well being an invigilator from 2011 for the high frequency and very high frequency radio operator's Certificate of Proficiency courses. He trained hundreds of members of the public and QF6 members. Mr Mogg was also keenly interested in training and assessment of new boat crew and radio operators, and completed the Train Small Groups course in 2001, and a Certificate IV in Training and Assessment in 2013.

Mr Mogg remains an operational member of the unit, and actively supports emergency operations through his work in radio rooms. His work plays an important part in monitoring emergency activations, providing communications to and from vessels, and liaising with other emergency services as required. As an experienced crewman with over 30 years of service to the Mooloolaba Coast Guard, Mr Mogg provides invaluable advice, assisting boat crews to coordinate operations, anticipate logistics requirements, and otherwise ensure that activations run seamlessly.

## **EMERGENCY SERVICES MEDAL (ESM)**

**Mr Darryl James PRIZEMAN**, Keppel Sands QLD 4702

Over the course of 30 years of service in the Australian Volunteer Coast Guard Association (Coast Guard), and concurrent service in the Queensland Rural Fire Service (RFS), Mr Darryl Prizeman has shown unwavering commitment to Australia's emergency services.

Mr Prizeman has demonstrated skilled mastery of his tradecraft and is a highly regarded coxswain and crewman. He has readily invested in the next generation of Coast Guard personnel, transferring his on-water expertise into learning experiences for new recruits and Coast Guard trainees.

He is highly regarded by his peers as a technical expert and as state Chair of the Queensland State Council of the Australian Volunteer Coast Guard Association. He is squadron commodore responsible for the Central Queensland region, and a tireless advocate of the remote and smaller units who perform a critical role in the delivery of marine rescue services on the coast. The units he supports are typically around one hundred nautical miles from their nearest supporting marine service neighbour, and need to operate autonomously under a range of treacherous weather conditions. His support and encouragement to these small operating bases provide a critical marine rescue capability.

In addition to the extensive command and leadership roles he undertakes, he continues to perform operations on boats as a coxswain and roster duty officer. In these positions he is responsible for the deployment of boats, management of crew, planning and coordination of emergency activations, as well as all on-water operations. He holds a rank of leading coxswain and has responded to more than 300 activations.

Mr Prizeman's enduring legacy is his commitment to emergency services, and the benefit that these marine rescue services provide to the community. His volunteer work with the Coast Guard and the RFS in both an operational capacity and a range of training and leadership positions, has ensured that these emergency services continue to support the local communities that depend on them.

## **EMERGENCY SERVICES MEDAL (ESM)**

### ***Western Australia***

#### **Mr Stephen Andrew SUMMERTON, WA**

Mr Stephen Summerton has been a passionate member of the emergency services sector for decades, both in frontline volunteer roles, and as a Western Australia Department of Fire and Emergency Services (DFES) staff member leading incident responses and volunteer development.

Mr Summerton has extensive experience across all hazard types, volunteering with the State Emergency Service (SES) in the early 1980s and continuously volunteering with bushfire brigades and volunteer fire and rescue services since 1995. He joined DFES in 2002, and currently serves as a district officer specialising in natural hazards. As district officer, Mr Summerton leads with conviction and empowers SES volunteers in his region to serve their communities.

He constantly strives for excellence and finds new opportunities to develop volunteer skill levels to ensure they are well equipped to manage emergency events safely and effectively. An example of Mr Summerton's volunteer development work is the implementation of an annual regional exercise that enables SES units to come together and train, share ideas, and network in a simulated environment. The program is set to expand further and encompass additional units, enhancing camaraderie among volunteers.

Mr Summerton's approach is characterised by his passion for developing future leaders for the betterment of the community, and his genuine interest in supporting learning opportunities to allow volunteers to be a well-trained and capable resource.

## **EMERGENCY SERVICES MEDAL (ESM)**

### ***South Australia***

#### **Mrs Julie Louise PAGE, Warooka SA 5577**

Mrs Julie Page joined the Warooka State Emergency Services (SES) unit in 2006, and has been an active member for over 16 years. She has performed several senior leadership roles and is currently the unit cadet coordinator and deputy unit manager, having performed each role for over 10 years.

Mrs Page has dedicated her volunteer career to recruiting, training, and mentoring others. She has contributed countless hours to recruitment activities, including proactive engagement with the community to recruit new members, onboarding and induction and providing training in the necessary skills and knowledge to respond to emergencies. Mrs Page provides a welcoming and professional environment for all new and existing members to feel confident and enthusiastic about their own volunteering careers. Her leadership in this area has been key in driving the Warooka unit to become a thriving community-based organisation.

Mrs Page is a highly trained and experienced first responder, supporting the greater Yorke Peninsula by providing response to road crash rescue, extreme weather, and search and rescue incidents, and has attended numerous emergency incidents both locally and across the greater district throughout her volunteer career.

Mrs Page's high level of skills and knowledge as a first responder contributes to the response capability of the Warooka unit, and she regularly provides training and skills maintenance opportunities, ensuring members are trained and operate to the highest standard. She has been a volunteer instructor in several disciplines including tools and equipment, vertical rescue, and road crash rescue. She has volunteered with the South Australian Country Fire Service for over 21 years and contributes to the Red Cross Community Resilient Committee.

Mrs Page exemplifies what it means to be a volunteer, and is a highly valued and respected member. Her commitment and dedication to the SA SES has made a significant impact on the Warooka unit and the broader South Australian community and exceeds the highest expectations one would have of a volunteer.

## **EMERGENCY SERVICES MEDAL (ESM)**

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

#### **Mrs Marlana Elizabeth BUTTERS, Macgregor ACT 2615**

Mrs Marlana Butters has been a volunteer member of the Australian Capital Territory State Emergency Service (ACTSES) since February 2004. Since joining the ACTSES she has held several key volunteer positions, being team leader, training officer and deputy commander.

Mrs Butters is an active volunteer providing diligent and effective service through countless callouts such as storm, flood, searches, and support to fires. She has deployed to interstate emergencies for storms and floods in New South Wales and Grantham in Queensland in 2011 for body recoveries.

As a sector leader in the Australian Capital Territory 2020 hailstorm event Incident Management Team, she was integral in the coordination of teams attending to requests for assistance. Mrs Butters has a passion for keeping the community safe and actively volunteers to be a representative for ACTSES and leading teams at community events. As the deputy commander of the Majura SES unit, she is an advocate for bringing volunteers on a learning journey to ensure that they are comfortable and confident with their skills and knowledge. Mrs Butters is held in high regard across the membership of the ACTSES where her commendable leadership and exceptional experience are second to none.

Her driven ability to strive for excellence in all she is involved in has brought credit to the ACTSES in keeping the Australian Capital Territory and broader community safe. Mrs Butters' great strength comes from her seeking to develop others and empower them to use and develop their skills. She has been a trusted adviser to many in her Majura unit, and the wider ACTSES, and is an incredibly well-respected member of the service.

## **EMERGENCY SERVICES MEDAL (ESM)**

### **Mr Jason JONES, Conder ACT 2906**

Following a career as a New South Wales Police Officer, Mr Jones commenced with the Australian Capital Territory Fire & Rescue (ACTF&R) in 2002 as an operational firefighter where he attended incidents such as structure fires and motor vehicle accidents putting himself in harm's way to protect the community.

Mr Jones was an ACTF&R firefighter during the 2003 Canberra bushfires, and was also called upon to support the ACT Rural Fire Service, ACT State Emergency Service and ACT Policing at various emergency incidents. Through various roles in ACTF&R, Mr Jones led crews at incidents where he took control of each incident his crew attended, including maintaining situational awareness and the health and safety of crew members.

Throughout his extensive emergency response career, Mr Jones has managed complex, sensitive and multi-jurisdictional emergency incidents. One example was his active participation in the ACT Incident Management Team (IMT) established to control the 2019-20 bushfires in the Australian Capital Territory and surrounding regions. As a member of the IMT, he is an integral part of managing a major emergency incident, and he ensures a coordinated response and approach to the management of the incident. In addition to his role in the IMT, as the Director of Logistics within the ACT Emergency Services Agency (ESA), Mr Jones led a team to support frontline firefighters with the delivery of critical operational supplies to fire grounds, staging areas and support to aviation assets.

Throughout the past two years Mr Jones has been an instrumental player in leading the ACT Emergency Services Agency response to, and management of, the COVID-19 pandemic. Coordinated by Mr Jones, ESA has supported ACT Health, and other areas of the Australian Capital Territory Government with the provision of contact tracing, compliance checks, welfare support at testing sites, the delivery of goods to vulnerable members of the community, and the procurement and supply of locally distilled hand sanitiser, all whilst maintaining the duties of his current role.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

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

#### **Ms Fortini DADDARIO**

Ms Fortini Daddario commenced with Corrective Services NSW in 2014 as a correctional officer at Long Bay Hospital, before taking her next post at Silverwater Women's Correctional Centre in 2016. In 2022, Ms Daddario stepped into her current role, attaining her higher rank of Senior Correctional Officer at the Metropolitan Remand and Reception Centre (MRRC).

As a frontline staff member, Ms Daddario has direct contact with offenders on a day-to-day basis in the centre's Audio Visual Link (AVL) unit, which provides inmates with access to legal and professional appointments via video, including with psychologists, psychiatrists, Aboriginal Legal Aid and Legal Aid.

The MRRC AVL unit operates under extreme pressure, facilitating around 180 link-ups per day. COVID-19 had an unprecedented impact on the ability for offenders to attend in-person appointments, placing exponential pressure the unit while they managed the additional burdens of limited spacing due to social distancing, wearing personal protective equipment for extended periods of time, and other stringent health precautions.

Ms Daddario showed initiative and was instrumental in implementing a strategy that guided staff to manage the high volume of AVL requests, while ensuring facilitation in a safe manner.

Ms Daddario also remained committed to supporting behaviour change in inmates during the pandemic, providing service delivery solutions via AVL, which allowed inmates to access valuable therapeutic interventions in the absence of face-to-face programs. Her calm and professional nature ensured CSNSW continued to meet its obligations to the NSW Courts and Tribunals.

Ms Daddario's professionalism and knowledge were demonstrated constantly in link-ups with all stakeholders, keeping all involved up-to-date with detailed knowledge of the AVL process and strategies she had implemented. Ms Daddario's leadership in a high volume and high stress area has been recognised by external agencies including the Public Interest Advocacy Centre.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Ms Annie Florence GRENFELL**

Ms Annie Grenfell began working with Corrective Services NSW in 2000 and has worked in both men's and women's prisons. She has held the roles of Welfare Officer, Alcohol and Drug Worker, Program Facilitator and Service and Programs Team Leader. Ms Grenfell is currently a Program Practitioner at South Coast Correctional Centre, and completed the first High Intensity Sex Offender Program as the first non-psychologist to deliver treatment programs to sexual and violent offenders.

Ms Grenfell has facilitated behavioural change for offenders in all sections of South Coast Correctional Centre, as well as Community Corrections, and is a consummate trauma-informed program professional who always practises cultural safety with Aboriginal inmates. She is particularly skilled at helping establish meaningful pro-social connections between offenders and their peers and family, a cornerstone of rehabilitation.

She is greatly sensitive to inmate's needs and vulnerabilities. Ms Grenfell takes care to make allowances for any aged and frail offenders she may have in her programs, and is a strong advocate for inmates seeking access to targeted programs, mental health care, health and other services.

Ms Grenfell is noted for her skills in mediation and management. As Services and Programs Team Leader (2015 and 2021), she was able to resolve conflict and issues swiftly by having effective conversations with individuals and the team to provide leadership and find a solution.

Ms Grenfell goes above and beyond every day on behalf of the people of New South Wales, employing best practice policy and procedure, while drawing on her vast knowledge base to assist in the rehabilitation of offenders.

She brings her passion for program work to group and therapeutic programs and consistently raises the bar for her co-facilitators, as she works with some of the most disadvantaged people in the state to reduce recidivism.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Mr Shaun Anthony McCLAFFERTY**

Mr Shaun McClafferty began working with Corrective Services NSW in 1992, commencing as an Overseer in engineering at John Morony Correctional Centre. His commitment and dedication have seen him progress through the ranks in a variety of roles over the years in several Correctional Centres along with CSI Corporate office, and he is currently serving as Operations Manager of CSI Logistics at Francis Greenway Correctional Complex.

Mr McClafferty has attained numerous achievements throughout his service history but his most significant are to the offenders whose lives he has changed through training and mentoring. His role sees him manage a large logistical operation and multiple warehouses, employing a large cohort of female offenders. He is passionate about training and supporting the women who work for him in the logistics division, which is responsible for servicing 40 correctional centres, 22 court locations and two police cell complexes along with external customers.

Under Mr McClafferty's guidance, up to 20 inmates are employed to work alongside truck drivers, logistics and warehouse staff, and the compliance manager who make up the CSI Logistics team. It is a mammoth managerial and operational task, with thousands of inmates reliant on its successful operation, and Mr McClafferty is unfaltering in his execution of the role. During COVID-19, he ensured operations continued, along with maintaining a COVID-19 safe environment for both the staff and inmates across all of Department of Communities and Justice by dispatching over 39 million units of PPE and RAS kits.

Mr McClafferty is recognised for his passion, commitment, and attitude over a long and sustained career particularly through the COVID-19 pandemic. He works above and beyond what is expected of him to deliver the agency's goals and the Premiers Priority to reduce reoffending.

He displays sincere leadership, supporting his team and the inmates employed in his operation - taking the time to give added help to those who need it. The numerous inmate success stories to come from Mr McClafferty's program are testament to his dedication and commitment to rehabilitation and reducing recidivism.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Ms Storm MASTERS**

Ms Storm Masters joined Corrective Services NSW (CSNSW) in 2017, after an honourable discharge from the Australian Regular Army (Military Police). She began as a case manager with Community Corrections and started duties as a Community Corrections Officer. Since 2021, she commenced as Acting Local Coordinated Multiagency (LCM) Offender Management Program Coordinator.

Ms Master's work as a Community Corrections Officer involves helping offenders address the thoughts and beliefs behind their actions. She undertakes comprehensive risk assessments of each offender to address their criminogenic and responsivity needs, and networks with local community-based services to help offenders get referrals when needed.

A key part of her work is helping understand and mitigate risk and ensure that risk is communicated with CSNSW partners in police, housing, child protection, health, and drug and alcohol services. Ms Master's has held the Mount Druitt Intel Portfolio since May 2021 and has excelled in engaging Nepean and Mount Druitt Police to work collaboratively with Community Corrections in order to keep the community safe.

She has also held the Domestic Violence Portfolio since March 2021 and made great inroads to address the disproportionately high numbers of domestic violence offenders who are supervised on community-based orders. This has included referring numerous clients to victim support services and community-based housing for domestic violence victims.

She has since joined the CSNSW Carers Network Committee in order to advocate for staff members within her organisation who are carers. Ms Masters is also actively working on further enhancing the support for staff members within Community Corrections who are former serving Veterans, as well as strengthening the support for the offenders under supervision.

Ms Masters is passionate about finding avenues of support for some of the most disadvantaged, high-risk and high-needs offenders in New South Wales. She is innovative and has created new systems to achieve these outcomes, resulting in ongoing positive feedback from offenders who state they feel greatly supported by the LCM program.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Mr Gregory John RUSHTON**

Mr Greg Rushton commenced with Corrective Services NSW at Wellington Correctional Centre as an Overseer in ground maintenance and hygiene in 2007.

He has remained with Corrective Services Industries (CSI) at Wellington for the duration of his 15-year career, becoming an Overseer in light engineering in 2014 and receiving his current rank of Senior Overseer in 2017.

Mr Rushton has used his skills and knowledge to bring innovation to CSI, leading the way in modernising processes through both techniques and technology. His team of inmates were responsible for the introduction of innovative ways to utilise CNC plasma cutters within his engineering unit, which then lead CNC plasma cutters to become standard equipment for engineering units across the division.

Mr Rushton has had numerous success stories in relation to inmate training and re-integration post-release. He has overseen some of the most difficult inmates within the system, motivating them to complete their traineeships and qualifications so they can gain meaningful employment upon release from custody.

Mr Rushton's dedication and passion has resulted in amazing achievements and accomplishments for correctional centres, inmates, and the wider community.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Mr Peter James SHARP**

Mr Peter Sharp has been working for Corrective Services NSW since 1990, and is currently the Manager of the Audio Visual Strategy and Business Links Unit.

Mr Sharp has been managing video conferencing facilities in CSNSW since 2000 and revolutionised technology within NSW prisons during the COVID-19 pandemic, introducing inmate tablets to allow inmates, stakeholders and families to continue communication when face-to-face visits were restricted to prevent transmission of the virus.

By giving inmates technology, Mr Sharp provides a lifeline to familial and social support networks through family interaction, visits and the outside world, which can provide huge benefits to inmate's mental health and rehabilitation. Now, with over 520,000 family visits scheduled since lockdown through the CSNSW portal created under the management of Mr Sharp, inmates have access to family and friends across the globe.

Mr Sharp's dedicated leadership during the COVID-19 pandemic, particularly around the networking and technology needs to support inmates, stakeholders, and families demonstrates his integrity, innovation and commitment to reducing re-offending.

Throughout his 32-year career with CSNSW, Mr Sharp has played an integral part leading the charge to introduce new technologies into NSW prisons to help assist in the rehabilitation of inmates, benefit the wellbeing of offenders and their families, and facilitate positive behavioural change in offenders.

Despite the challenges posed by COVID-19, Mr Sharp engaged with offenders and worked innovatively to come up with solutions to better the prison population and wider community.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Mr Preetpal SINGH**

Mr Preetpal Singh commenced his career as a correctional officer with Corrective Services NSW in 2006, and has spent the past 11 years in a hands-on IT role that directly supports inmates.

Mr Singh works at the Metropolitan Remand and Reception Centre as Network Systems Manager, and has daily contact with inmates across the centre to identify faults and make necessary fixes to the systems.

He has been involved in a variety of technological projects including security systems installs, the set-up of video visits, supply chain management, and the migration and upgrade of computer systems.

Mr Singh has also provided high-level technical service to other areas within CSNSW, including the office of Assistant Commissioner Custodial Corrections and Metro East Regional office. Previously, Mr Singh was responsible for inmate management, armed escorts of inmates outside the centre, and managing security.

Mr Singh has excellent personal qualities and work ethics, coupled with the capacity to think strategically and a strong sense of loyalty to CSNSW and its leaders. His achievements are extensive and demonstrate his drive in the implementation of major change, continuous improvement, and culture development with proven results.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Mr Wayne Robert SLATER**

Mr Wayne Slater began working with Corrective Services NSW (CSNSW) in 2004 at Darlinghurst Courts, after which he moved to Broken Hill Correctional Centre and rose through the custodial ranks to become a Senior Correctional Officer.

He has made a significant contribution to the development of cultural strengthening and belonging for Aboriginal inmates through his mentorship and development of programs.

Mr Slater has shown impressive commitment to the development of a program being trialled at Broken Hill Correctional Centre which allows inmates to attend culturally appropriate programs on Country. The program, facilitates excursions for small groups of select inmates to Mutawintji National Park. This required Mr Slater to foster relationships with Mutawintji National Park and Kinchega National Park, Traditional Custodians and local CSNSW community mentors.

Inmates involved in the program have reflected on the transformative experience, and have benefited from Mr Slater's mentorship and guidance. Inmates said it was the only day they did not feel incarcerated but instead felt a profound connection to country and culture.

Mr Slater is leading the second phase of the program which sees inmates use wood collected from Mutawintji National Park to create gifts for loved ones.

The standout programs Mr Slater assists in developing and facilitating for Aboriginal inmates provide unique opportunities for inmates that are fundamental to healing and engaging with education.

His work helps inmates achieve a sense of self-worth, re-connect with cultural heritage, and supports behavioural change in-line with CSNSW's strategic plan, Closing the Gap and reducing overrepresentation of Aboriginal people in custody.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Ms Kelly-Anne STEWART**

Ms Kelly-Anne Stewart commenced employment with Corrective Services NSW in 2011 and has held her current position as Principal Advisor Women Offenders since 2016. She has acted in various roles including as Director Statewide Programs, Director Corrections Strategy and Executive Services, and Director of the Coronavirus Command Post. Her first position was in the Partnerships and Community Engagement unit. She had regular face to face contact with inmates in her role as Principal Advisor Women's Services up until July 2021 when she commenced as the Acting Director of the CSNSW COVID Command Post.

In her role as the Principal Advisor she regularly attended court appearances with female inmates as well as attending Correctional Centres to meet with inmates and discuss/identify programs that are needed for incarcerated females which directly led to the implementation of the Aboriginal Women caring and working program and the CSNSW/FACS co-location model.

Throughout her career, Ms Stewart has also worked with Juvenile Justice NSW, the Northern Ireland Association for the Care and Resettlement of Offenders, Housing NSW, as well as the National Health Service in London. As Acting Director of the Coronavirus Command Post, she oversaw the development of numerous decision papers and commissioners' instructions to guide CSNSW through the COVID-19 pandemic.

She collaborated with stakeholders to ensure the best way to operate effectively, directed approaches to staff and inmate personal safety, guided correctional centres through outbreaks, and had oversight of staff testing rollouts. Ms Stewart performed these duties diligently, during a period of intense change and significant challenges.

The unique position of Principal Advisor Women Offenders involves high level strategic decisions that impact all women in CSNSW custody. Ms Stewart has pioneered many new initiatives and continues to ensure that CSNSW is a leader in the operational management of female offenders.

Ms Stewart is a strong advocate for the rights of women and ensures those from vulnerable groups, such as transgender and gender diverse communities, have the resources and opportunities to maintain dignity during their sentence. She undertakes every area of her role with a strong, committed, and professional approach, and the results she has been able to deliver arrive only by going above and beyond the expectations of her role.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Mr David Ian WARD**

Mr David Ward began his career with Corrective Services NSW, (CSNSW), in 2001 before moving into management of Offender Services and Programs - a position he has held at a number of prisons across New South Wales.

He currently manages Offender Services and Program delivery to two correctional centres and seven Community Corrections locations. This work sees him travel vast distances and spend time away from his family to engage directly with challenging young offenders and those with mental health issues.

Mr Ward rises to the challenge of managing some of the state's most disaffected young offenders, despite their complex needs and behavioural issues, and is driven by the desire to make positive changes in their lives.

While Manager of Offender Services and Programs at Oberon Correctional Centre, Mr Ward led the Gurnang Life Challenge - a 16-week program that sees young offenders participate in learning activities to build confidence, self-esteem, respect, responsibility, empathy and engage with behaviour change programs. During his time at Oberon about 2,000 inmates participated in this program.

Mr Ward's passion for turning at-risk young offenders away from crime and towards fulfilling lives is further exhibited through his establishment of strong links with agencies that support young offenders in the community. This included establishing a program with PCYC Bathurst, where at-risk youth (aged 11-17) attended Oberon Correctional Centre on the weekends to participate in experiential learning activities.

He has also worked in numerous training projects with NSW Police to allow them to conduct the program in their own precincts and was influential in designing the Prevention of Alcohol Related Crime Program with police at Bathurst. This program assists teenagers to build self-esteem, confidence, self-belief and trust, to help set them on a positive path.

His tireless service to CSNSW to support adult young offenders with complex needs, both in custody and community, has greatly contributed to inmate rehabilitation and the reduction of offending across the state.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### ***Victoria***

#### **Mr Anthony Enzo CALANDRO**

Mr Anthony Calandro commenced with Corrections Victoria in 2010 as a Community Corrections Officer. Since then, he has been a driving force behind the successful management and intervention of offenders subject to the post sentence scheme in Victoria.

He is a leader who understands the complex needs of offenders, striking a balance between creating positive rehabilitative outcomes for the residents in his care and protecting the safety of the community.

While serving with Community Correctional Services (CCS), Mr Calandro case managed offenders subject to community-based orders. His leadership capabilities were recognised in 2014 through his promotion to Principal Practitioner, Werribee CCS, where he oversaw case management, implemented appropriate interventions for high-risk risk offenders, and supported and mentored junior staff.

Mr Calandro's work with Post Sentence Branch commenced in 2014. He worked to operationalise several Harper Review recommendations, including overseeing the implementation of requirements under the Serious Offenders Act 2018, and the initial placement of serious sex and serious violence offenders into the Rivergum Residential Treatment Facility. He worked with staff and residents at Post Sentence locations to embed and promote a case-management framework targeted at creating positive rehabilitative and transitional outcomes.

Mr Calandro's subject matter expertise in the management of high-risk offenders facilitated a nuanced approach, recognising the complex needs of residents and the barriers to their rehabilitation. He remains involved in the operational aspects of Post Sentence locations and is regularly called upon to resolve serious incidents. Notably, he led the first application for an Emergency Detention Order under the Serious Offenders Act and has achieved the successful conclusion and supported the apprehension of numerous offenders involved in absconds.

Mr Calandro balances judicial and community expectations with the human element of working with incredibly challenging content matter. The post sentence space has evolved and matured under his leadership and the reputation of Corrections Victoria has advanced under his guidance.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Ms Gabrielle SIMMONS**

Ms Gabrielle Simmons commenced with Corrections Victoria in 2012 as an Aboriginal Case Manager. She spent eight years in frontline service delivery in Community Correctional Services, working with Aboriginal offenders prior to taking up a leadership role with the Yilam.

Ms Simmons is the manager of the Naalamba Ganbu and Nerrlinggu Yilam, providing direct support and engagement with Aboriginal men and women in prison. As Manager, Naalamba Ganbu and Nerrlinggu Yilam, Ms Simmons has been able to make a significant impact on ensuring cultural safety and support for Aboriginal staff, and men and women in prison. She has achieved this through advocating for locations to adhere to existing policies supporting the rights of Aboriginal people and their access to cultural programs and services in custody.

Ms Simmons is currently overseeing a project to establish the first Aboriginal Healing Unit in Australia at the Dame Phyllis Frost Centre, requiring her to be a liaison point for the prison General Manager and the Assistant Commissioner overseeing the prison as the project progresses. She regularly attends prison locations to engage with staff and prisoners, coordinating yarning circles following the Aboriginal deaths in custody or when she is notified of Aboriginal people in distress.

Following a passing in custody, Ms Simmons engages Aboriginal Elders and Respected Persons or Aboriginal organisations to attend prison locations to conduct traditional practices such as smoking ceremonies. The Yilam manager role is incredibly complex, and Ms Simmons is required to navigate and advocate for the needs and desires of the department, but also of her community. Her work in influencing both frontline staff and the executive in how to sensitively respond to issues affecting Aboriginal people and Aboriginal deaths in custody has been outstanding.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### ***Queensland***

#### **Ms Vanessa Maree ALAND, QLD**

Ms Vanessa Aland commenced employment with Queensland Corrective Services in 2008 as a Community Corrections Supervisor. She has consistently demonstrated the highest level of efficient and ethical service, providing 13 years of distinguished service and dedication to protecting the community of Queensland through her work in community corrections leadership roles, as well as other key secondments.

In her previous role, during 2015-2019 and other various periods, as District Manager of the Maroochydore Community Corrections, she had responsibility for the oversight, management, and direct control of approximately 1000 offenders subject to supervision in the community, including contact with offenders on parole, probation, and reparation orders.

During her career she has consistently demonstrated her unwavering commitment to community safety whilst operating with the highest levels of ethical and professional conduct. She has contributed to meaningful community safety outcomes through her fostering of local partnerships with public safety agencies increasing community safety through the effective supervision and management of offenders. As a former Queensland police officer, she has harnessed her experience in multiple environments to create opportunities for collaboration, improved communication and strategic joint operations related to management of high-risk offenders.

She has demonstrated an impressive ability to manage and lead multi-disciplinary frontline teams across her various roles in Queensland Corrective Services. Her leadership capabilities have been consistently recognised by her peers, who describe her as a dynamic and innovative leader in the truest sense. She consistently strives for continuous improvement in her work groups and leads from the front including through periods of uncertainty and transition. Ms Aland maintains the highest standards of personal and professional conduct with a continued focus on the success of her team in its contribution to broader organisational objectives and the pursuit of enhanced community safety.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Mr Cornelius SMITH**

Mr Cornelius Smith joined Queensland Corrective Services in 1997. He commenced at Woodford Correctional Centre as a Custodial Security Officer, and shortly after commencing was involved in the response to quell riots in 1997.

Mr Smith has operated in multiple various frontline roles at the Wolston Correctional Centre including Custodial Correctional Officer (CCO) and Supervisor and is an appointed Manager at the Brisbane Correctional Centre (BCC). He is currently the Acting Superintendent of the Borallon Training and Correctional Centre, engaging daily with prisoners in the high security environment.

In over 25 years of meritorious service, Mr Smith has conducted himself industriously and conscientiously, to the best of his abilities and to a standard which exceeds the expectations of the community. Leading teams both large and small, he has demonstrated he can command a diverse group of CCOs in high-pressure and dangerous situations and lead them to successful outcomes.

Mr Smith is most strongly recognised for his operations leadership and expertise in correctional emergency response teams (CERT). He has been found to be an operator of the highest order, leading from the front, and involved in key operations, leading response teams in the riots and unrest at the Arthur Gorrie Correctional Centre in 2020, and personally leading a multi-facility response team to the Capricornia Correctional Centre in 2021.

Mr Smith is key to the delivery of emergency incident management at the BCC and its integration with centre preparedness. He has spent years refining and adjusting the CERT model in consultation with his colleagues, particularly with respect to the mounting pressures of double-up prisoner numbers, modified unit routines and COVID-19.

Mr Smith's distinguished service, professionalism, operations leadership and his commitment to improve continues to preserve the safety and security of the Queensland Corrective Services, and by extension, the community.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Ms Kristine Lynette WINTER**

Ms Kristine Winter commenced her career with Queensland Corrective Services as an Activities Officer at Brisbane Women's Correctional Centre in 1997, and has more than 20 years of distinguished service, demonstrating outstanding commitment to the continuous improvement of the agency.

Since commencing as an Activities Officer, Ms Winter has performed a range of frontline roles in both Custodial Operations and Community Corrections, and is currently the Chief Superintendent, General Manager of Maryborough Correctional Centre (MCC).

As Superintendent, Deputy General Manager, Townsville Women's Correctional Centre (TWCC), Ms Winter introduced numerous programs to improve outcomes for women in custody, including the Australian Red Cross Community Based Health and First Aid Program 'Sisters for Change', a midwifery program in partnership with Central Queensland University and Queensland Health, and 'Safe Women's Workshop', a sexual assault prevention program. Ms Winter drove further cultural change within TWCC to introduce trauma informed de-escalation strategies for staff and prisoner engagement, resulting in reduced use of force incidents on women in custody.

From 2019 to 2020, Ms Winter led Operation Certitude as the Transition Project Director, successfully transitioning Arthur Gorrie Correctional Centre and Southern Queensland Correctional Centre from public to private operation. She worked diligently with both internal and external stakeholders to ensure the smooth transition for both prisoners and staff. Ms Winter's strong leadership and outstanding knowledge of Custodial Operations were essential in a successful transition for both centres.

Currently, in her role as Chief Superintendent, General Manager at MCC, Ms Winter interacts with offenders on a regular basis to facilitate positive engagement to improve outcomes for prisoners. She is an enthusiastic and authentic leader whose investment in continuous improvement and working collaboratively is evident to all.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### ***Western Australia***

#### **Mr Jason Malcolm BARNETT**

Mr Jason Malcolm Barnett commenced with the Department of Justice on 10 May 1999 as a trainee Prison Officer Shift at the Eastern Goldfields Regional Prison. By February 2005 Mr Barnett was promoted to Senior Officer Shift, then from January 2012 to May 2016 acted in the roles of Assistant Superintendent Prison Management, Assistant Superintendent Operations and Security Manager.

From September 2015 to June 2018, Mr Barnett transferred to Casuarina Prison to provide various Assistant Superintendent Coverage. From June 2018 to February 2020 he was transferred to Wooroloo Prison Farm providing Assistant Superintendent Operations (substantive) coverage and in February 2020 he returned to Casuarina Prison in the roles of Assistant Superintendent Prisoner Management (substantive), A/Deputy Superintendent Services and A/Deputy Superintendent Interventions.

From July 2021 to September Mr Barnett was seconded to the Eastern Goldfields Regional Prison as acting Superintendent and in late 2022, was promoted to substantive Deputy Superintendent, Casuarina Prison.

As part of the Methylamphetamine Action Plan, the Mallee Rehabilitation Centre treatment facility for male prisoners opened in October 2020 at the Casuarina Prison where Mr Barnett, as Deputy Superintendent, provided custodial leadership and oversight for the running of this treatment facility. His open-door approach and calm confident persona made all staff and prisoners feel heard, supported and safe.

His motivation to help break the cycle of addictions aided his involvement in the Solid Steps' addiction program developed by the department in conjunction with the Palmerston Association and Wungening Aboriginal Corporation. Mr Barnett was pivotal in fostering stakeholder relationships with these services, which has contributed to the success of the program.

In July 2021 September Mr Barnett seconded briefly to the Eastern Goldfields Regional Prison. In July 2022, and on the success of Mallee Rehabilitation Centre, Mr Barnett was approached to lead Unit 18 at Casuarina Prison, a temporary placement of 17 highly disruptive detainees from Banksia Hill Detention Centre to provide an additional safe, nurturing, and secure environment. Mr Barnett's positive leadership and support has seen these young people have improved experiences through access to programs and recreation.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Ms Kerri Ann BISHOP**

Ms Kerri Ann Bishop commenced with the Department of Justice at Broome Regional Prison on 21 September 1987 as Shift Disciplinary Prison Officer. From 1993, Ms Bishop worked at the Bandyup Women's Prison and Wooroloo Prison Farm which saw her promoted through the ranks to Senior Officer in March 2002.

In August 2002, she completed a 12-month secondment as an Inspections Officer with the Office of the Inspector of Custodial Services. From 2003 to 2006, Ms Bishop worked as a Change Manager, implementing a change management model into the operational environments of Bandyup Women's Prison, Broome, Roebourne, Eastern Goldfields, and Albany Regional Prisons used as a process for reviewing existing operational systems and practices and introducing changes and improvements to these operational environments.

In October 2006 to August 2007, Ms Bishop was promoted to Assistant Superintendent at Hakea Prison, then carried out the role of Operations Manager at various prisons.

From August 2007 Ms Bishop carried out numerous acting Superintendent positions at various metropolitan and regional prisons.

Since February 2012 Ms Bishop has been the substantive Superintendent for the Bunbury Regional Prison (Bunbury) where she is primarily involved with operational duties in relation to the control and management of offenders in custody.

Having a strong understanding of the operational management of Aboriginal, male, and female prisoners, and systems and procedures that support operational regimes, enables her to identify, and implement, custody-based programs and services to support behavioural change.

Ms Bishop is actively involved in the development of a new Alcohol and other Drug (AOD) program at Bunbury which was announced by the Western Australian State Government in March 2021. Ms Bishop will be responsible for implementing the delivery of this transitional service which operates as a regional annex to the Mallee Rehabilitation Centre at Casuarina Prison providing a pre-release facility for men returning to Country.

Ms Bishop's drive to support prisoners in her care is both an inspiration and to be commended.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Ms Wendy Jane DUGUID**

Ms Wendy Jane Duguid commenced with the Department of Justice on 10 April 1995 as a Community Corrections Officer for Geraldton Adult Community Corrections. In late 1997 Ms Duguid was appointed as Senior Community Corrections Officer. In 2002 Ms Duguid received a further promotion to the position of Senior Casework Supervisor.

From July 2006 until September 2006, Ms Duguid worked as a prison based Senior Case Work Supervisor Community Corrections in the Midwest region. From July 2009 until March 2010, Ms Duguid acted in the role of Manager, Community Standards and Review in the Professional Standards and Compliance Division. In mid-2011, Ms Duguid was appointed Manager at Rockingham Community Corrections which she held substantively for six years.

During this period, Ms Duguid carried out the following acting roles: Director Centres South, Director Reform Team, Director, Operational Practice and Assistant Director, Adult Court Services, and in November 2016 Ms Duguid was appointed as Director, Adult Court Services, a position she still holds.

Ms Duguid is directly responsible for service delivery to the Central Law Courts Team; Court Assessment Treatment Services - Drug Court; Intellectual Disability Diversion Program; Mental Health Court, Central Breach Unit; Bail Co-ordination and the Mallee Rehabilitation Centre - Alcohol and Other Drugs Unit.

In July 2015 Ms Duguid assisted in the development and implemented a decision-making guide to enable Community Corrections Officers to make reasonable practice decisions for: compliance, risk, harm, need/protective factors and responsivity. This guide has provided significant benefits enabling staff to make defensible decisions mitigating risk to the community.

In August 2016, Ms Duguid developed and negotiated with the Western Australia Police Force for implementation of electronic lodgement of Warrants for the apprehension of offenders subject to Parole, Home Detention Bail and Pre-Sentence Orders. This system remains in place and continues to provide benefits to both frontline staff and the safety of the community.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Ms Christine Deborah GINBEY**

Ms Christine Deborah Ginbey commenced with the Department of Justice in August 1986, as prison officer and has progressed through the ranks to her current position of Deputy Commissioner Women and Young People.

Ms Ginbey has led in the development of unique and globally recognised prison design and operations for incarcerated women. Focusing on rehabilitation and recognising the needs of women as mothers, providing a pro-social living environment allowing women to easily transition from prison to the community.

Ms Ginbey was instrumental in developing the first community reference group which recognised that prisoners and prisons are integral components to any community and should be engaged in the community. She implemented a range of programs to facilitate successful reintegration through re-entry programs, with a focus to reduce the likelihood of re-offending. These programs address the issue of skills acquisition, providing strategies to assist women to deal with social and health issues that may limit their economic independence.

Ms Ginbey has continuously challenged the traditional model of prison/prisoner interaction by insisting that the role of the prison officer is to work with the prisoners, know them on a more familiar level and be able to directly assist their needs. Ms Ginbey has been a passionate advocate for change in custodial design and operations and a strong supporter and mentor for women in corrections. Throughout her career, Ms Ginbey has had frequent face to face engagement with prisoners and in her current role, meets with prisoners and detainees when carrying out prison visits, listening to their concerns whilst providing support to them.

As Deputy Commissioner, Ms Ginbey has played an important role in the progression of the Management in Women in Custody Strategy as well as being instrumental in the management of a difficult cohort of detainees at the Banksia Hill Detention Centre. Through her inspirational leadership, knowledge, and experience, Ms Ginbey has navigated the Directorate recently through a challenging and unsettling period where unprecedented action has been taken to maintain the safe management of young people in custody.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Mrs Sharon Debra TURNER**

Mrs Sharon Debra Turner commenced with the Department of Justice on 13 September 1999 at Nyandi, now Boronia Pre Release Centre for Women (Boronia). In February 2005 Ms Turner was successfully appointed to First-Class Prison Officer; promoted to Senior Officer in March 2009.

Boronia is a minimum-security facility where prisoners (residents) and their children stay in a community-style setting recognising the diverse needs of incarcerated women. This includes pregnant residents who have their child remain in their care for the duration of their sentence.

The recent COVID-19 global pandemic saw a change to daily routines across the prison estate and, in July 2022, Boronia experienced its first COVID-19 outbreak. During the recovery planning, Mrs Turner worked with the Manager of Family and Community Services to ensure continual information was available to residents enabling them to manage expectations and anxieties especially when the decision was made for children to be removed from Boronia and cared for by extended family in the community.

During the peak COVID-19 outbreak period, Mrs Turner ensured residents maintained daily social contact via phone and/or skype to help minimise the impacts of isolation from children despite their physical lockdown. The residents acknowledge Mrs Turner as approachable, empathetic and trustworthy and believe in her ability to deliver on positive outcomes.

In 2009, Boronia was faced with a unique situation when a baby was born on-site during Mrs Turner's night shift as the Officer in Charge. Mrs Turner supported the resident until arrival of the ambulance. Mrs Turner's calm demeanour enabled her to provide managerial oversight to staff and to calm fellow residents.

Mrs Turner's understanding of Aboriginal cultural issues, and her knowledge of complex kinship relationships between Aboriginal and non-Aboriginal residents, has enabled her to form positive relationships between the residents and staff.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Acting Assistant Commissioner Alan David WATKINS**

Acting Assistant Commissioner Alan David Watkins joined the Department of Justice on 24 November 1980 as a Probation and Parole Officer working in the Pilbara, Fremantle, Northam, Rockingham, Mandurah, Mount Lawley, and Perth Adult Community Corrections Centres. Throughout Acting Assistant Commissioner Watkins' long-standing career, he has held operational positions and led operational branches. These positions have seen him directly deal with offenders to support their rehabilitation and program completion in the community.

In his substantive role as Director of the Community Offender Monitoring Unit, he is responsible for the management of adult community-based offenders and the provision of high-quality advice to courts and releasing authorities to enable the appropriate management of community-based supervision and electronic monitoring programs. Through this role he has direct contact with high-risk serious offenders when they are behaving aggressively or where staff require support in managing more challenging cases.

In his current role, Acting Assistant Commissioner Watkins continues to work directly with offenders, with the assessments of dangerous sex offenders and high-risk serious offenders. He reviews all cases related to these offenders and manages them through the process of review of their potential classification under legislation as a high-risk serious offender.

Acting Assistant Commissioner Watkins has enhanced service delivery through the development and implementation of effective strategies in response to unprecedented legislative amendments, resulting in an increased number of order dispositions and operational scrutiny - particularly in the use of Global Positioning Systems (GPS) to manage offenders. His review of policies, practices, and procedures to enhance the cross-agency management of domestic violence is noteworthy.

Acting Assistant Commissioner Watkins has developed a reputation for being reliable and a consummate professional who has an unparalleled level of experience and knowledge of managing programs and services for community-based offenders. However, it is his contribution to the review and formulation of policy and procedures with respect to development and implementation of community-based options for offender management which has shaped Adult Community Corrections into the area it is today.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### ***South Australia***

#### **Mr Colin John MERCER**

Mr Colin Mercer commenced with the Department for Correctional Services (DCS) as a Community Corrections Officer at the Noarlunga Community Correctional Centre (CCC). After leaving DCS in 2007 to work with the Australian Red Cross, Mr Mercer returned in 2008 as Senior Case Manager at Noarlunga CCC.

Mr Mercer has remained at Noarlunga CCC as Senior Case Manager to this day. In this role, he has daily and extensive face-to-face contact with offenders through the delivery of contemporary offender case management. He is actively involved in supporting offenders through their supervision and reporting requirements as well as escalation with regard to breach activity.

Mr Mercer has regularly acted as Team Supervisor, Noarlunga CCC and Area Manager, Lower South. These roles involve the management of a large team of multidisciplinary staff, ensuring that they all are delivering high quality case management services. He supervises the highest risk offenders in the Southern Region and does so in a remarkable manner. He has a personal style that enables him to have difficult conversations, set extremely firm boundaries and compliance measures, whilst still maintaining respect and rapport with some of the most difficult offenders.

Mr Mercer regularly liaises with other agencies, particularly South Australia Police, and has been commended for the work that he undertakes and the manner in which he goes about it. He is an excellent leader and mentor for staff and encourages them to reach their potential and beyond. He is a great facilitator who truly goes beyond his role to research, promote and organise targeted training for staff to enhance their knowledge and skills. He is an extremely humble man and for him it is just doing his job but he certainly goes above and beyond in many respects and genuinely protects the community every day he goes about his work.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

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

#### **Mrs Daniella POSAVEC**

Mrs Daniella Posavec commenced service with ACT Corrective Services (ACTCS) in 2016, and has since worked extensively in the Offender Reintegration division of ACTCS, including the former Corrections Psychological and Support Services, Specialist Communities Team, and current Supports and Interventions Unit.

Mrs Posavec has made a significant contribution to ACTCS throughout her seven-year commitment to the service, starting as a student and, more recently, in her promotion to Director, Clinical Practice.

Mrs Posavec has provided both individual and team support following significant critical incidents affecting first responder custodial staff, and she has great clinical influence across all teams within the centre. During the COVID-19 pandemic, she was often sought by staff following incidents for debrief opportunities. Staff were enormously burdened by an uncertain environment, low staffing levels, personal anxieties, and additional work pressures. Mrs Posavec always made sure she was available for those frontline staff requiring additional support and did so for a sustained period in a confidential, supportive and collegial manner.

Mrs Posavec has personally provided expert clinical support to detainees with trauma backgrounds, significant self-harm and suicidality, and complex behaviours, and/or disability. Her skill in managing internal and external stakeholder relationships has ensured ongoing support and treatment for these clients, especially during a time when there was limited access for external community supports into the Centre.

Mrs Posavec's empathy, and the way in which she embodies ACTCS, and ACT Public Service values, has led to her being one of the most widely respected professionals across all ACTCS work areas, and her collaboration with key stakeholders continues to shape care and custodial practice.

Mrs Posavec is passionate and committed in her support of vulnerable people, her colleagues, and ensuring the highest possible standards of service delivery are maintained at all times.