



POLICE FEDERATION OF AUSTRALIA

ANNUAL REPORT

2024/25





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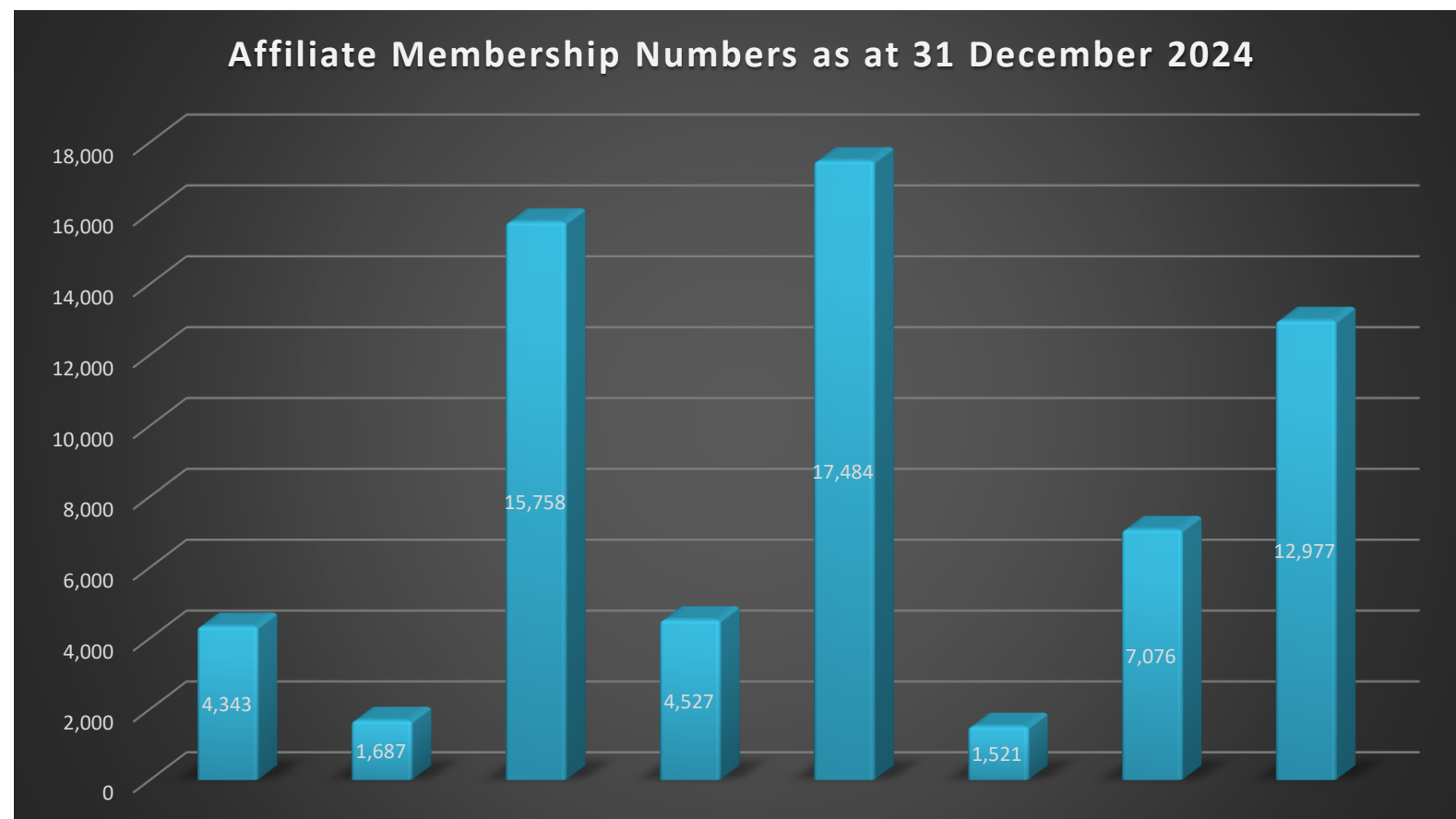
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Rule 14 (b) “The number of delegates in each Branch shall be determined on the basis of one delegate for the first one thousand (1,000) financial members or part thereof, and one additional delegate for each succeeding two thousand five hundred (2,500) financial members or part thereof”



| BRANCH | TOTAL |
|----------------------------------|--------|
| MEMBERSHIP NUMBERS | 65,373 |
| FEDERAL COUNCIL DELEGATE NUMBERS | 35 |
| % OF PFA TOTAL MEMBERSHIP | - |

| | APFA | NT | NSW | SA | VIC | TAS | WA | QLD |
|--|-------|-------|--------|-------|--------|-------|-------|--------|
| | 4,343 | 1,687 | 15,758 | 4,527 | 17,484 | 1,521 | 7,076 | 12,977 |
| | 3 | 2 | 7 | 3 | 8 | 2 | 4 | 6 |
| | 6.6% | 2.6% | 24.1% | 6.9% | 26.7% | 2.3% | 10.8% | 19.9% |

A group of 11 men, all dressed in dark blue or navy suits, are posed for a group photograph in a well-lit room. They are arranged in two rows, with some standing slightly behind others. The men are of various ages and are all smiling or looking towards the camera. The room features a large window with a wooden frame and a decorative circular element above it. The floor is covered with a patterned carpet in shades of green, purple, and white. Two large, modern floor lamps with gold-colored bases and shades are visible on either side of the group. The overall atmosphere is professional and formal.

Left to right: Shane Tilley, Wade Burns, Nick Grubb, Kevin Morton, Scott Weber APM, Anthony Albanese, Nathan Finn, Wayne Gatt, Karl David APM, Shane Prior and Alex Caruana.



Kevin Morton, PFA President

PRESIDENT'S REPORT

It is with pleasure that I provide this forward to the

Police Federation Annual Report, my first as PFA President

I am honoured to represent the collective voice of more than 65,000 members nationwide and to continue the vital work of advancing the interests of the policing profession at the national level.

This year has reminded us, in the most difficult way, of the risks inherent in policing. The tragic death of Constable Keith Smith of Tasmania Police, and the many officers who have lost their lives in years past, are a solemn reminder of the dangers faced by police every day. We honour their service, remember their sacrifice, and recommit ourselves to supporting their families, colleagues, and the wider policing community. These moments reinforce the importance of unity across the profession and the Federation's role in ensuring the safety, welfare, and wellbeing of our members.

Looking ahead, the PFA's national priorities remain clear:

- **Superannuation preservation age reform** to address inequities faced by police in retirement.
- **Fringe benefits tax concessions** as a practical tool to support recruitment and retention.
- **The Blue Card initiative** to provide targeted assistance in tackling the workforce crisis.

These issues are shared across all jurisdictions and require a strong, unified voice at the federal level. While national advocacy often encounters jurisdictional barriers, the PFA will continue to prosecute these priorities with persistence and determination.

Equally important is our ongoing commitment to member wellbeing and family support. Policing places extraordinary pressures not only on those who serve, but also on their loved ones. Mental health support, workplace flexibility, and family-focused initiatives must remain essential elements of the policing framework.

As President, I am proud to build on the strong foundation laid by those before us. Our challenge now is to strengthen our influence, expand our reach, and ensure the PFA remains an indispensable advocate for Australian policing into the future.

I extend my sincere gratitude to CEO Scott Weber and his dedicated team, whose professionalism and commitment underpin our work. With the continued support of our members, the Federation will remain strong, stable, and united as we pursue meaningful outcomes for the policing profession.

KEVIN MORTON

PRESIDENT



A strong professional presence at the national level engagement with the federal parliament

ENGAGEMENT WITH THE FEDERAL GOVERNMENT

Throughout the past 12 months the PFA has continued its close engagement with all political parties and cross benchers, in both the House of Representatives and the Senate while we maintained a strong reputation as a professional organisation representing the professional and industrial interests of Australia's police. We have specifically continued to grow those relationships with all the relevant Ministers and Shadow Ministers as well as all the key Parliamentary Committees involved in policing and law enforcement and other issues of keen interest to our members and our strategic priorities.

Much of the 2024-25 reporting period saw speculation about the Government potentially calling an early election requiring the PFA and Branches to have our key election issues identified and in front of the Government, Opposition and cross benches very early. As the election wasn't ultimately held until 3 May 2025, it required us to constantly refine our messaging and strategies.

The three key issues we sought to pursue through our marginal seats and communications strategy (which will be outlined in more detail later in this report) were:

- 1) *early access to superannuation due to fewer options for older and injured officers;*
- 2) *access to FBT benefits - police officers don't have same FBT benefits as staff of public benevolent institutions (PBIs), as well as 'essential workers' in public and NFP hospitals, ambulance services, many of whom are state government employees; and*
- 3) *the introduction of a Blue Card.*

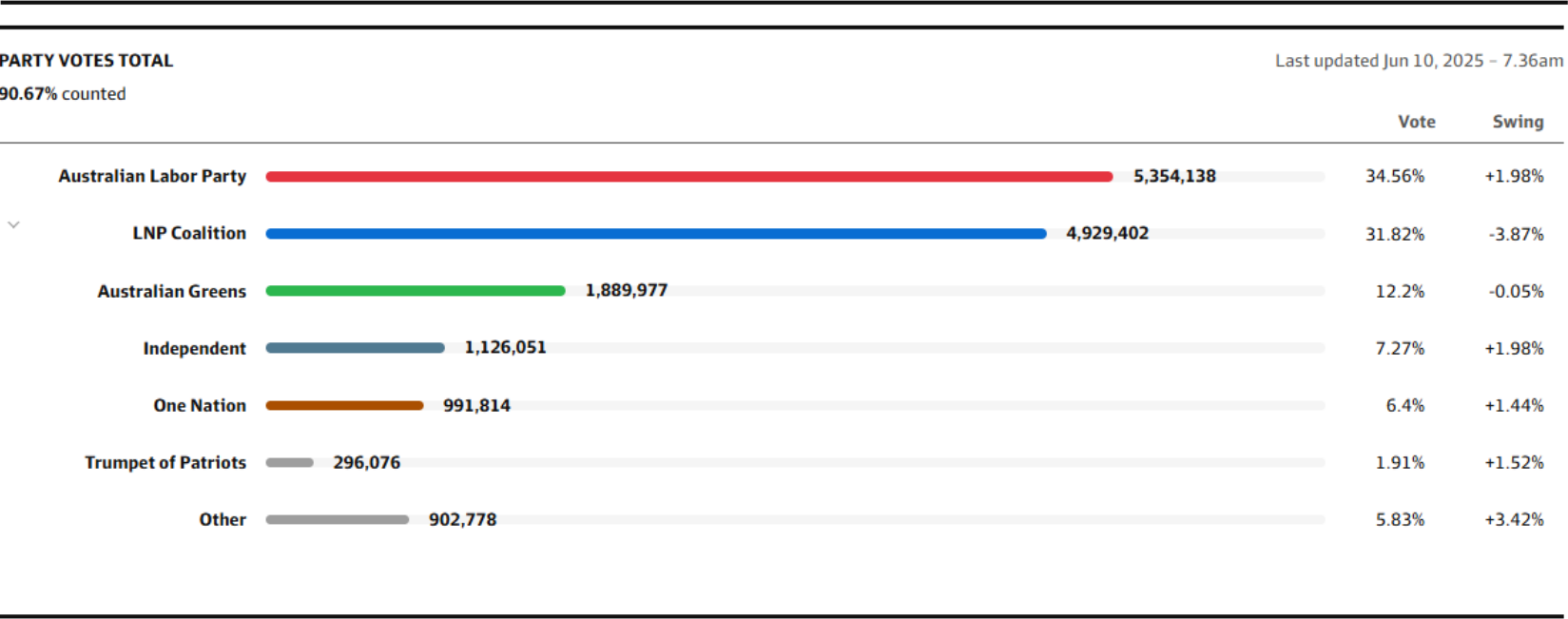
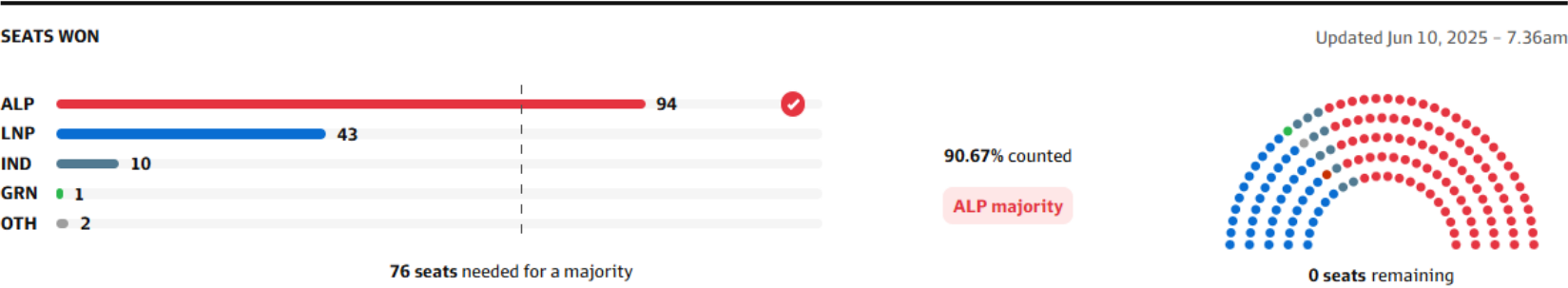
Our strategies linked these issues to the ongoing national police recruitment crisis.



During the Reporting period the 48th Parliament was elected at the May 2025 Federal Election which saw the ALP win a landslide majority of 94 seats in the House of Representatives and in the Senate the ALP increased its share of seats to 28 while the coalition fell to 27 and the size of the cross bench increased to 21. This result means that during this Parliament, the ALP could pass legislation through both Houses with the support of the Greens and not needing the Coalition or other cross benches.



Federal election 2025 results



The PFA continues to monitor and respond via submissions to Parliamentary and other Inquiries on issues that are likely to impact on members, policing, the PFA and Branches.

The following is ‘Submission Tracker’ that we provide to the executive outlines the Inquiries that we are tracking either due to having make a submission or appeared before the Inquiry or we believe the outcomes might have some bearing on us.

PFA FEDERAL GOVERNMENT SUBMISSIONS – *at the time of writing ...*

| | | |
|---------------------------|-----------|---------|
| TO - | INQUIRY - | LINKS - |
| SUBMISSIONS IN PROGRESS - | | |
| NIL | | |

RECENT SUBMISSIONS -

| | | | |
|---|---|--|--|
| <p>Department of Employment and Workplace Relations: 24 June 2024</p> | <p>An <i>independent review</i> of the Safety, Rehabilitation and Compensation Act 1988</p> | <p>STATUS - in progress: The review timeline has been extended by 3 months. Recommendations from the panel and a final report are now due to government in September 2025.</p> <p>Inquiry homepage</p> <p>PFA Submission</p> <p>Final Report date = expected September 2025</p> | <p>APH Media Release - 24 June 2024</p> <p>AFPA Submission</p> <p>Submissions = 38 (incl. AFP, & the Australian Police Veterans Association)</p> |
|---|---|--|--|

INQUIRIES OF INTEREST (FOLLOWING) -

| | | | |
|--|---|---|---|
| Senate Standing Committees on Economics: 27 Nov 2023 | Improving consumer experiences, choice, and outcomes in Australia's retirement system | STATUS - in progress: Final Report tabled & released 30-Jun-25. Govt response yet to be published. Inquiry homepage Interim report & recommendations - May 2024 Third Interim Report & Recommendations - Feb 2025 | submissions = 50 (nil from PFA) Second Interim Report & Recommendations - Sept 2024 Final Report - 30 June 2025 |
| Inspector-General of the Australian Defence Force: 16 Aug 2024 | Inquiry into the weaponisation of the military justice system | STATUS - in progress: waiting on release of report Inquiry homepage Report date = unknown as yet | IGADF Directions (ToR) Submissions closed - 22 June 2025 |



| | | | |
|---|--|---|---|
| Senate Foreign Affairs, Defence and Trade References Committee: 18 Sept 2024 | Inquiry into the National Volunteer Incentive Scheme (Climate Army). | STATUS - in progress: waiting on release of report Inquiry homepage Submissions = 57 (Police related organisations submissions = 1 _ AFPA) Report date = expected by 22 Sept '25 | Email invite to submit - prior to 28 Feb '25, and ToRs AFPA Submission |
|---|--|---|---|

COMPLETED INQUIRIES -

| | | | | |
|---|---|---|--|---|
| Dept. of Prime Minister & Cabinet | Commonwealth Government COVID-19 Response Inquiry | Inquiry homepage Summary Report | Submissions = 2090 Final Report released 31 Oct. 2024 | PFA Submission <i>Govt Response = yet to be published.</i> |
| Department of Veterans' Affairs | Veterans' Legislation Reform – Entitlements, Treatment and Support (Simplification and Harmonisation) Bill 2024 - Exposure Draft. | Inquiry homepage PFA submission Reform commencement date = 1 July 2026 | Exposure Draft Bill 2024 20250224-DVA-email_Veterans-legislative-reform-update | Bill Information booklet |
| Senate Standing Committees on Community Affairs | Issues related to menopause and perimenopause | Inquiry homepage Full Report | Submissions = 285 List of Recommendations x 25 | PFA Submission Govt Response – FEB 2025 |
| Senate Standing Committees on Environment and Communications References Committee | Optus Network Outage | Inquiry homepage Full Report = Sept. 2024 | Submissions = 39 Recommendations x 7 link | PFA Submission <i>Govt Response = yet to be published.</i> |
| Joint Standing Committee on Treaties | Agreement Between the Government of Australia and the Government of Papua New Guinea on a Framework for Closer Security Relations | Inquiry homepage Full Report date – September 2024 | submissions = 44 (nil from PFA) Recommendations x 2 link | <i>Govt Response = yet to be published.</i> |
| Joint Committee on Law Enforcement | Inquiry into the challenges and opportunities for law enforcement in addressing Australia's illicit drug problem | Inquiry homepage PFA CEO Hearing Attendance - Hansard Hearing Transcript 27-Sep-2023 Report released – May 2024 | Submissions = 69 RECOMMENDATIONS x 7 (link) | PFA Submission <i>Govt Response = yet to be published.</i> |
| Senate Legal and Constitutional Affairs Committee: August 2023 | Legalising Cannabis Bill 2023 | Inquiry homepage Report released – 31 May 2024 | Submissions = 203 RECOMMENDATION - The committee recommends that Senate not pass the bill. | PFA Submission |
| Senate Standing Committees on Community Affairs: March 2024 | Therapeutic Goods and Other Legislation Amendment (Vaping Reforms) Bill 2024 [Provisions] | Inquiry homepage Report released – 8 May 2024 | Submissions = 281 RECOMMENDATION - - That the bill be passed. | PFA Submission <i>Govt Response = yet to be published.</i> |
| Senate Standing Committees on Legal and Constitutional Affairs: October 2023 | Inquiry into appropriate terms of reference for a COVID-19 Royal Commission | Inquiry homepage Report released – 19 Apr. 2024 | Submissions = 81 RECOMMENDATIONS x 4 – 1. That the federal government establishes a royal commission | PFA Submission Govt Response (July 2024) |



| | | | | |
|--|---|---|--|--|
| Parliamentary Joint Committee on Intelligence and Security: November 2023 | Review of the amendments made by the Australian Citizenship Amendment (Citizenship Repudiation) Bill 2023 | Inquiry homepage Full Report = Mar. 2024 | Submissions = 13 (Nil from PFA) Recommendations x 2 | Govt. Response (Sept 2024) |
| Australian Human Rights Commission: 2023 | Youth Justice and Child Wellbeing Reform across Australia | Inquiry (original) homepage Full Report Anne Hollonds, National Children's Com., addresses the National Press Club (video): | submissions = 150 (nil from PFA) Report Executive summary | Inquiry Outcomes homepage Recommendations |
| Joint Committee on Intelligence and Security: April 2024 | Review of the Crimes and Other Legislation Amendment (Omnibus No. 1) Bill 2024 | Inquiry homepage Advisory report (July 2024) | submissions = 7 (nil from PFA) List of Recommendations | Govt Response (Oct 2024) |

LAPSED INQUIRIES -

| | | | | |
|--|---|--|---|--|
| Joint Committee on Law Enforcement | Inquiry into the capability of law enforcement to respond to money laundering and financial crime | STATUS - LAPSED : At the dissolution of the House of Representatives on 28 March 2025, the Parliamentary Joint Committee on Law Enforcement ceased to exist. Any inquiries that were not completed have lapsed and submissions cannot be received. Inquiry homepage Submissions = 25 (incl. NTPOL, WAPOL & AFP) APH media release -19 June 2024 PFA Submission | | |
| Joint Committee on Law Enforcement: 16 Oct 2023 | The capability of law enforcement to respond to cybercrime | STATUS - LAPSED : At the dissolution of the House of Representatives on 28 March 2025, the Parliamentary Joint Committee on Law Enforcement ceased to exist. Any inquiries that were not completed have lapsed and submissions cannot be received. Inquiry homepage | submissions = 45 (incl. VICPol, NTPol, SAPol & AFP) | |

VISION TWO –

The delivery of enhanced membership benefits and conditions to its members

The 2023-24 Report outlined in detail the three key issues, also referred to earlier in this Report, that we have been identified as our priorities that we have continued to pursue over the past 12 months, early access to superannuation, access to FBT benefits and a Blue Card for members.

In the past 12 months, with the strong support of Branches, we refined our communication and marginal seat campaigns on these matters including meeting with the key party leaders and numerous members of Parliament across all parties, particularly those in marginal seats. The strategy included Billboards and various media releases and meetings in selected locations. As earlier reported, a major element of the campaign, was linking the issues to current police recruitment and retention crisis.

As a result of the campaign, we derived commitments from both the ALP and Coalition with the ALP committing in writing, to “working with the Police Federation of Australia and your member associations to address the challenges of police officer recruitment and retention”, including, “A re-elected Albanese Labor Government will put the recruitment and retention challenge on the agenda of the Police Ministers Council and work with all jurisdictions on a national police retention strategy. This work will be informed by the Police Federation of Australia and its member associations”.

We have already begun a process of ensuring that those commitments are met during this term of government.



7000 POLICE POSITIONS = **A NATIONAL CRISIS IN POLICE RECRUITMENT**

VACANT

Authorised S Weber for the Police Federation of Australia, 21 Murray Cr, Griffith 2603.


A NATIONAL CRISIS NEEDS A NATIONAL SOLUTION.

Authorised S Weber for the Police Federation of Australia, 21 Murray Cr, Griffith 2603.

DO NOT CROSS POLICE LINE DO NOT CROSS

**SAME FRONTLINE
SAME WAGE.**

**Why do police pay
\$3,731 more tax?**



Authorised S Weber for the Police Federation of Australia, 21 Murray Cr, Griffith 2603.



MERITORIOUS SERVICE AWARDS

While the issue of seeking the introduction of Meritorious Service Awards under the Australian Honors system for Police and Emergency Services Workers remains on the PFA’s agenda, it was determined over the past 12 months to make the above three issues our key priority in an election year.

Now that we have a firm commitment from the Government to a process of dealing with our recruitment and retention issues, allowing us to ensure that early access to superannuation, access to FBT benefits and a Blue Card are an integral part of that discussion, we can return our attention to the Meritorious Service Awards.

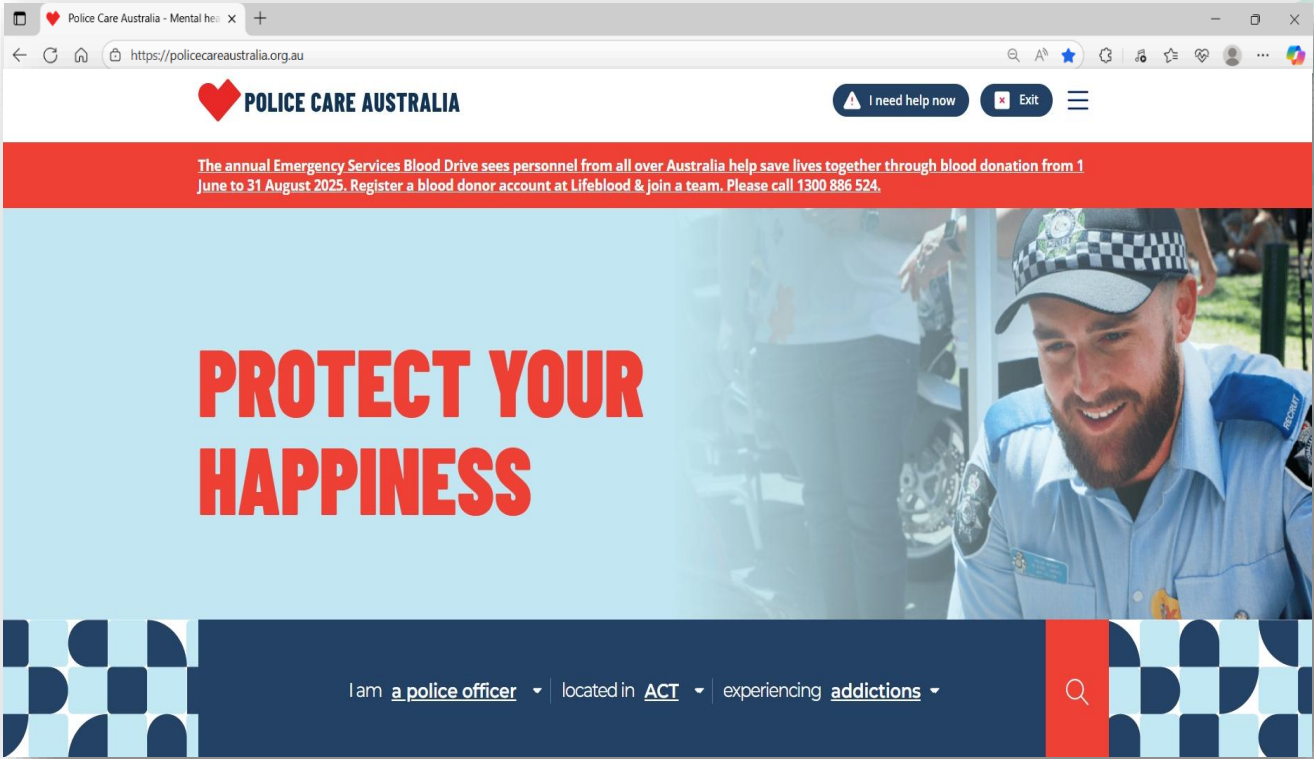
MEMBER MENTAL HEALTH AND WELLBEING

Over the past 12 months the PFA has continued to work collaboratively with the National Police Memorial (NPM) Charity via the continued management of the national police mental health and wellbeing portal <https://policecareaustralia.org.au/>.

In mid-2024 we supported the NPM’s further submission for Proceeds of Crime Account Funding for the Police Care project. It wasn’t until just weeks before the May 2025 election that the NPM received correspondence back from the Attorney General’s Department indicating that as the Government was at that time in a caretaker role pending the outcome of the federal election, the matter would be a matter of policy for the incoming Government.

The PFA is again supporting a follow up submission for funding by the NPM now that the election has been determined.

The PFA is also working with the interjurisdictional and tripartite First Responders Mental Health Working Group, which was established following agreement of Commonwealth, state and territory ministers responsible for work, health and safety and workers compensation in 2024, to examine outstanding recommendations of the Senate Education and Employment References Committee’s report into “The people behind 000, mental health of our first responders”. The PFA made a submission and appeared giving evidence at that Inquiry. The Working Group is specifically reviewing the progress of national implementation of recommendations, including in relation to early intervention, rehabilitation and mental health support services.





FACT SHEETS

The PFA continues to collate and disseminate information from across Branches to develop Fact Sheets and comparative conditions documents to form national policy talking points and inform industrial and other staff in Branches of issues facing today’s police. (We are currently also investigating how AI might be used, particularly as it relates to comparative conditions data from EB’s and Awards). Currently, Fact Sheets are designed to be used when the respective Branch spokesperson talks to the media on subject matter that has a national context or when Branches are working on Enterprise Bargaining negotiations or other industrial matters.

Fact Sheets are current available on various subjects including –

- | | | | |
|--------------------------------------|---|--|--|
| • <i>Specific Labor Agreements</i> | • <i>Software / Member database</i> | • <i>Part Time Employment AWARDS AND AGREEMENTS DATABASE</i> | • <i>Pay & entitlements for new recruits</i> |
| • <i>Resume Duty</i> | • <i>Union magazines</i> | • <i>Development & implementation of fatigue management policy</i> | • <i>Tasers</i> |
| • <i>Dog accreditation</i> | • <i>ADHD & diagnosis</i> | • <i>Attrition rates</i> | • <i>Body Worn Video</i> |
| • <i>Union fees</i> | • <i>Training & PPE for officers in bush fire prone areas</i> | • <i>Pregnancy policies</i> | • <i>Parental Leave</i> |
| • <i>MIP vests</i> | • <i>Deaths in custody</i> | • <i>Attrition & retention rates</i> | • <i>Child Care subsidies</i> |
| • <i>Drug & follicle testing</i> | | | • <i>Police driving policy</i> |
| • <i>Electronic rosters</i> | | | |

AWARDS AND AGREEMENTS DATABASE

The PFA still maintains the Awards and Agreements Data Base as outlined in the previous section relating to Fact Sheets. We are however currently investigating whether there is a likelihood that we could use AI technology to be used to enable appropriate access and search capacity for Branches. It should be noted that such technology would likely be also available to others, thus causing some issues where people, including members, could use the technology to cherry pick issues and take them out of context, thus putting pressure on industrial staff in branches.

WOMENS ADVISORY COMMITTEE (WAC)

The Women’s Advisory Committee (WAC) meets twice annually, with a strong focus on increasing the participation of female members in police associations and unions across Australia and New Zealand. The Committee also provides advice to the PFA Executive to ensure that industrial and representation issues affecting women remain a priority at the national level.

A key theme raised consistently by branch representatives this year has been the ongoing challenge of recruiting and retaining women in policing. Discussions have centred on identifying barriers to retention, exploring options for flexible working arrangements, and reviewing health and reproductive leave policies.

The WAC welcomed the Senate inquiry into menopause and perimenopause, announced in November 2023, and commended the PFA for its submission. The inquiry has since concluded, with the Government’s response pending at time of writing. The Senate committee highlighted the urgent need for increased research and awareness, particularly regarding the impacts of menopause and perimenopause on women’s mental health, early onset menopause, and workplace participation.



Among its 36 recommendations, the inquiry called for the development of a comprehensive evidence base, a national awareness campaign, and workplace reforms to improve access to flexible working arrangements. It also recommended reproductive leave for all genders, and greater accountability for workplaces and medical systems that have historically failed to adequately support women. The WAC strongly supports these recommendations and urges the Government to act swiftly to deliver long overdue reforms.

At its most recent meeting, the WAC welcomed guest speakers from the New Zealand Police Menopause Support Network. Their presentation provided valuable insights into the impacts of menopause on female staff within policing. A recent survey revealed that one in ten female staff may leave policing due to unmanageable symptoms, while four in ten are considering leaving. Sixty-three percent of staff reported experiencing symptoms at work, with nearly half expressing concern about discrimination. The network, led by Alicia and Steph, emphasised the importance of workplace adjustments such as access to emergency period products, natural fibre uniforms, and flexible shifts.

The WAC values this ongoing collaboration with the New Zealand Police Menopause Support Network and is committed to building momentum within Australian policing environments. Recognising menopause as a significant workplace issue is essential to improving working conditions, retention, and overall wellbeing for women in policing.

Another significant initiative considered by the WAC has been the introduction of a national exit survey for police officers, which has been referred for IPC consideration. Currently, data on officer resignations and retirements remains fragmented and inconsistent across jurisdictions, limiting the ability to address systemic issues effectively.

A nationally consistent exit survey would:

- Capture the real reasons officers leave the profession,
- Identify common themes and emerging trends,
- Provide evidence to inform recruitment and retention strategies, and
- Strengthen the PFA’s advocacy when engaging with governments on key reforms such as the superannuation preservation age, fringe benefits tax concessions, and the Blue Card.

Importantly, such a survey would also give departing officers a voice. Their experiences and insights could help shape meaningful improvements, ensuring their service contributes to building a stronger, more resilient, and sustainable policing profession for the future.

vision two

Financial strength in conjunction with best-practice governance.

GOVERNANCE REGULATOR REVIEW - UPDATE

As outlined in the 2022/23 PFA Annual Report, the Federal Government transferred regulatory oversight of registered organisations from the Registered Organisations Commission (ROC) back to the Fair Work Commission (FWC) in March 2023. As part of this transition, the Government commissioned an external review of the regulatory framework to identify ways to improve service delivery and enhance best-practice governance and democratic processes within registered organisations. The PFA contributed to the consultation process and lodged a formal submission.

The final report of the review, delivered in August 2023, included 25 recommendations aimed at strengthening support for registered organisations.

The FWC General Manager released on 30 June 2025 a final statement outlining the implementation of these recommendations. Notably, the majority of reforms that did not require legislative change have now been fully adopted. Key achievements include:

- the development of a new [Compliance and Enforcement Policy](#)
- increased stakeholder engagement through regular quarterly meetings with the Registered Organisations Advisory Committee and the Compliance Practitioners' Reference Group, as well as increased engagement with other stakeholders like the Australian Electoral Commission
- the creation of a [model financial statement](#)
- several education items including the [Compliance Practitioner's Induction Kit](#) and an additional update to the [Officer Induction Kit](#)
- significant reduction in the time taken to process right of entry permits, with the median time dropping from 28 days to 14 days; and
- the creation of [two sets of model election rules](#), which the FWC is confident will aid organisations in reducing the time and complexity associated with rule changes.

The General Manager acknowledged and thanked the PFA, other registered organisations, and peak bodies for their valuable input and engagement throughout this period of significant reform.

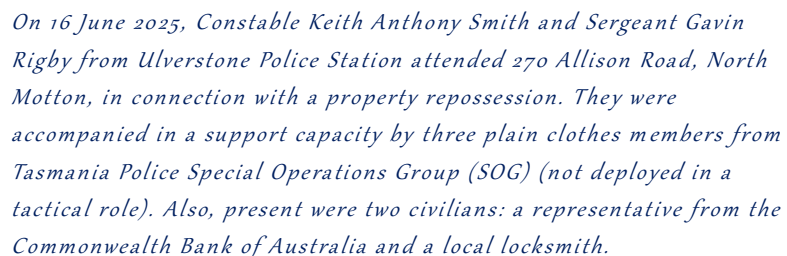
Read the full statement:

[General Manager's statement: Implementation of recommendations from the Registered Organisations Governance and Compliance External Review \(pdf\).](#)

On National Police Remembrance Day 2025, the name of one fallen officer will be added to the National Police Memorial Wall, preserving their legacy of service and sacrifice.

CONSTABLE KEITH ANTHONY SMITH –

TASMANIA POLICE ~ 16 JUNE 2025



Upon arrival, the SOG members and the civilians remained at the base of the driveway, while Constable Smith and Sergeant Rigby proceeded towards the residence. As they approached, the accused, who had been concealed near a parked vehicle, confronted the officers while armed.

The situation escalated rapidly. The accused directed the firearm towards Sergeant Rigby before turning his attention to Constable Smith, who was struck and fatally wounded. The accused subsequently re-engaged, at which point the nearby SOG members responded from a distance of

approximately 50 metres. The offender sustained a hand injury, ceased resistance, and was taken into custody where he received immediate medical assistance.

Tragically, Constable Smith did not survive his injuries. The cause of death was confirmed by the pathologist as firearm-related injuries. The accused has since been charged with murder, attempted murder, and aggravated assault. Constable Smith's passing in the line of duty is an immense loss to Tasmania Police, the wider policing community, and most deeply to his family and loved ones. He is remembered for his service, professionalism, and courage, which reflect the highest values of policing.

The Police Federation of Australia, together with all member associations, honour Constable Smith's life, his commitment to protecting the community, and the ultimate sacrifice he made in carrying out his duty. His legacy will endure in the hearts of those who served alongside him and in the community, he worked so hard to protect.

The PSA is responsible for developing and oversighting of national training package qualifications relevant to police, firefighting, fire investigations, Defence, disaster recovery, emergency services (including operations, response and leadership), bio-security, aquatic search and rescue, community safety, corrections, local government and the broader public sector.

The PFA is a member of the Company, was one of the organisations behind the establishment of PSA and has a seat on the Board, which is filled by the PFA CEO.



PUBLIC SKILLS
AUSTRALIA

<https://publicskillsaustralia.org.au/>

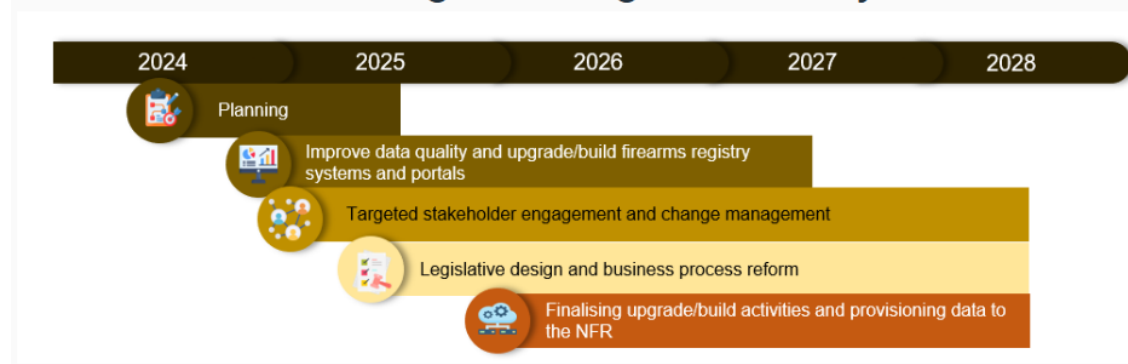
NATIONAL FIREARMS REGISTER

In the past two Reports we have been updating on the PFA's involvement in the progress of the National Firearms Register.

In correspondence from the Attorney General's Department in December 2024 it was noted that "... appreciates the constructive feedback the Police Federation of Australia provided in its submission on the NFR on 25 April 2023, which outlined various matters including; near real time information for law enforcement, agency access to the NFR and information sharing with other intelligence systems. Working collaboratively with organisations such as the Police Federation of Australia will be essential to ensure the successful implementation of the NFR.

“The department will be engaging with the Police Federation of Australia to seek input on key elements of the NFR over the coming months. The Police Federation of Australia’s ongoing input will be valuable to ensure the NFR achieves mutually beneficial outcomes and improvements to firearms registries that are appropriate for firearms users, while delivering the expected law enforcement and community safety benefits”, clearly indicating the important role that the PFA and Branches are playing in this important policy debate.

National Firearms Register Program delivery timeline



Source: Department of Home Affairs - <https://www.homeaffairs.gov.au/about-us/our-portfolios/criminal->

Criminal justice

Australia has some of the strongest firearms laws in the world. However, there are opportunities to address known gaps to help prevent future tragedies where firearms are involved.

On 1 July 2024, the National Firearms Register (NFR) Implementation Program commenced. This followed [National Cabinet's agreement on 6 December 2023](#) ⁷ to implement a register. The NFR delivers on an outstanding reform from the 1996 Port Arthur response.

The NFR will be designed as an integrated system that connects and draws information from existing Commonwealth, state and territory firearms registries, portals and management systems into one central register.

This will provide a life cycle view of registered firearms in Australia, delivering timely and accurate information on firearms, firearm owners and licences across all jurisdictions. The NFR will enhance police and community safety and improve law enforcement capability.

The Department of Home Affairs and the Australian Criminal Intelligence Commission (ACIC) will lead national efforts to establish the AICC. The ACIC will develop and oversee the AICC's operational

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[Media statement: National Firearms Register](#)

09 September 2024

The Australian Criminal Intelligence Commission (ACIC) provides mission critical intelligence to combat the threats Australia faces from transnational serious and organised crime. Our integrated view of crime is made possible through our connected systems and unique capabilities that we use to coordinate decision making with domestic and international partners.

On 1 July 2024, the National Firearms Register (NFR) Implementation Program commenced following National Cabinet agreement on 6 December 2023 and funding approval from the Commonwealth Government on 27 April 2024 - \$161.3 million over 4 years.

The NFR will allow law enforcement to better assess firearms risks with near real-time information on firearms, linking data with other relevant police and government information. It will have the capability to deliver nationwide:

- tracing of firearms and related articles across interstate and international borders
- sharing of information on firearms owners and licences
- licence verification service for firearm dealers
- alert and notification function for high-risk information or events
- reporting and analysis functions to understand national firearms trends.

<https://www.homeaffairs.gov.au/about-us/our-portfolios/criminal-justice/firearms/national-firearms-register#>

Following feedback from our national stakeholders, we have put together answers to some common questions.

What is the NFR and what will it do?

- The NFR will provide a life cycle view of registered firearms in Australia, delivering timely and accurate information on firearms, firearm owners and licences across all jurisdictions.
- The NFR will improve the way information from existing Commonwealth, state and territory firearms registries, portals and systems is brought into one central register.
- The NFR will re-use the Australian Firearms information Network (AFIN) and upgrade and enhance it to meet the nationally agreed NFR data standards and technical requirements.
- The upgraded and enhanced version of AFIN will be the central register.

What does 'national consistency' mean for the NFR?

- ❶ National consistency means updating all Commonwealth, state and territory firearms registries, portals and systems to meet nationally consistent standards and requirements in areas such as near real-time information sharing, licence verification and data entry.
- ❷ National consistency does not mean every state and territory will have exactly the same laws or systems. State and territory registries will continue to maintain their own registry systems that connect to the NFR.

Is my personal information still safe and secure?

- All firearms information will continue to be protected under the NFR.
- The NFR will operate within established Australian Government privacy and cybersecurity policies, procedures and safeguards. For more information on safeguards please see [Security | Attorney-General's Department](#).
- For privacy and cybersecurity matters relating to the firearms registry operated within your jurisdiction, please contact your registry. Contact details for each registry can be found on our [website](#).

Does the NFR mean that all firearms licencing will be the same across Australia?

- ❶ The NFR does not replace state and territory registry functions.
- ❷ State and territory governments will still manage the licensing, ownership, storage, possession, manufacture, and use of firearms.
- ❸ The Commonwealth will still manage the import and export of firearms.

Source: Attorney-General's Department, National Firearms Register Newsletter, June 2025



POLICE WEEK

15TH ANNUAL WALL TO WALL RIDE FOR REMEMBRANCE

The 2024 Wall to Wall Ride for Remembrance, conducted on Saturday 14 September, hosted 1,707 riders from every jurisdiction with \$150,000 being donated to Police Legacy organisations from the rides fundraising. This brings the total amount donated to Police Legacies since the ride's inception to just under \$1.8 million.

A sad note on the 2024 ride was the death of Queensland Senior Sergeant Brendan Wiblen who was killed in motor-cycle accident near Glenn Innes in NSW on his way to Canberra for the event.

| FINAL 2024 REGISTRATIONS | |
|--------------------------|-------|
| AFP | 11 |
| NSW | 111 |
| NT | ASD |
| QLD | 354 |
| SA | 63 |
| TAS | 54 |
| VIC | 354 |
| WA | 15 |
| TOTAL | 1,111 |





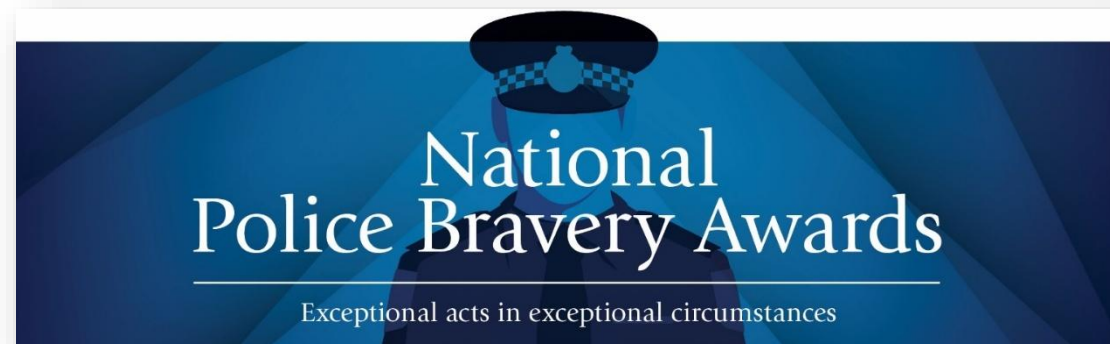
6TH ANNUAL NATIONAL POLICE BRAVERY AWARDS

The 6th Annual Police Bravery Awards were held at Zinc at Federation Square, Melbourne, on 17 September 2024. Approximately 180 guests—including members of the PFA Executive, PFA Federal Council Delegates, Commissioners of Police, and other distinguished guests—gathered to honour the extraordinary acts of bravery demonstrated by this year’s recipients.

The 2024 Award was jointly presented to Inspector Amy Scott of the New South Wales Police Force and Sergeant Michael Hutchinson of South Australia Police, in recognition of their exceptional courage and unwavering dedication to duty.

The PFA was privileged to welcome the Attorney-General, The Hon. Mark Dreyfus KC, who presented the awards to both recipients (pictured). It was especially meaningful to have Amy’s and Michael’s family members in attendance to share in the celebration.

The PFA extends its sincere gratitude to our generous sponsors—Paywise, Police Health, Police Credit Union, BankVic, Police Bank, QBank, and Aware Super—for their continued support in making this special evening possible.



SERGEANT MICHAEL HUTCHINSON

Bordertown Police Station, South Australia

At about 11.20pm on Thursday, November 16, 2023, Brevet Sergeant Jason Doig, Sergeant Hutchinson and Constable Rebekah Cass attended an isolated farmhouse property at Senior, which is around 15 kilometres north of Bordertown near the SA-Victoria border, in response to a report of a shooting of a dog.

As the officer-in-charge of Bordertown police station, Hutchinson, 59, had completed day shift on November 16. The next day, he was to attend the funeral of a fellow police officer in the Riverland. Hutchinson was recalled to duty on the evening of November 16 to back up Constable Rebekah Cass, 32, as she attended the Senior property.

Brevet Sergeant Jason Doig, 53, went to the aid of his Bordertown colleagues even though his one-person post, Lucindale police station, was situated 140 kilometres from Senior. Doig was assisting Bordertown members owing to Naracoorte Police Station members not being available as they were attending the funeral of a police officer in the Riverland.

The marked police vehicle was parked at the front of the house with its emergency red and blue flashing lights operating. Doig went to the rear of the premises while Hutchinson entered from the front.

Cass commenced a search of the exterior buildings and vehicles on the property.

Hutchinson knew the family involved and expected they would cooperate with police.

Inside the house, Hutchinson and Doig had checked and declared some rooms clear before moving toward a room off the laundry. Doig, at this time, was just a few steps ahead of Hutchinson as they entered a backroom.

An offender fired on them with double-barrel shotgun, hitting Doig in the neck. The offender then fired at Hutchinson who took the blast to the left side of his lower abdomen and scrambled for cover.

With a shotgun in his possession, the offender then moved toward Hutchinson before an exchange of gunfire in which Hutchinson sustained a head wound.

The offender then retreated into a room after he had been injured through return fire from Police and went to ground, and Hutchinson, despite the severity of his injuries, approached, disarmed, and handcuffed him. The offender had also sustained a gunshot wound.

Hutchinson seized the offenders' firearms and confined them in another room, dragged his injured colleague into another room, and urgently applied first aid.

Cass had by then entered the house, checked on the offender, and helped Hutchinson treat Doig.

Despite battling with his own gunshot injuries, Hutchinson called for back-up by police radio. He would later win praise for the calm, professional manner in which he communicated.

Of great concern to Hutchinson was the length of time it would take for medical support to arrive.



The offender recovered from his injuries and now faces charges of murder and attempted murder.



1. Amy Scott, Michael Hutchinson, PFA President Kevin Morton & PFA CEO Scott Weber APM.
2. SAPOL CoP Grant Stevens APM, Michael Hutchinson, Amy Scott & NSWPOL CoP Karen Webb APM.
3. SAPOL CoP Grant Stevens with Michael Hutchinson and his wife, Debbie, and daughters Natasha, Rebecca & Samantha
4. Amy Scott with her wife, Emma Scott.

INSPECTOR AMY SCOTT

Eastern Suburbs Police Area Command, New South Wales Police

About 3.30pm on Saturday 13th April 2024, Police radio received numerous calls for assistance at Westfield Bondi from members of the public about a male person stabbing shopper's at the location.

Inspector Scott, working as a single unit was in close proximity and started to make her way to the scene under lights and sirens.

A short time later Inspector Scott arrived on scene and with the assistance of shoppers was directed to Level 5 of the shopping Centre where she saw the male offender with a large hunting knife in his hands. Inspector Scott caught up with the male offender and challenged him to drop the knife. The male offender has raised the knife and started moving towards Inspector Scott.

Inspector Scott discharged her firearm causing the death of the offender.

Inspector Scott when believing the offender was no further threat started to commence first aid and was assisted by other Police.

At some stage after the shooting, it was realised that the offender was believed to have killed and injured many shoppers at the location, and the numbers indicate that he has stabbed over 14 persons at the location causing the deaths of 6 persons (5 females and 1 male) and many others who are receiving treatment in various hospitals.

The swift actions by Inspector Amy Scott in being able to gather intelligence about the severity of the incident and then run towards

and stop the threat displayed the highest level of professionalism and bravery and no doubt saved the lives of many other members of the community that day.

In June 2024, Inspector Scott was recognised with Commissioner's Valour Award at the Goulburn Police Academy. When accepting it, Inspector Scott said that while she was honoured, she was accepting the Award on behalf of her team - thanking the other first responders who were present at the scene. She also acknowledged the victims of the attack and their loved ones, who remain in her thoughts.

Along with the Commissioner, NSW Premier Chris Minns said that Inspector Scott embodied the calmness and decisiveness that is required of all police officers responding to dangerous situations.

"She gives us all an example of what we ask of our police, many of whom are young, to walk into terrible situations as an ordinary part of their job.

"And if there was an emergency tomorrow, we'd ask them to do it all over again. Because the truth is, we don't have a choice.

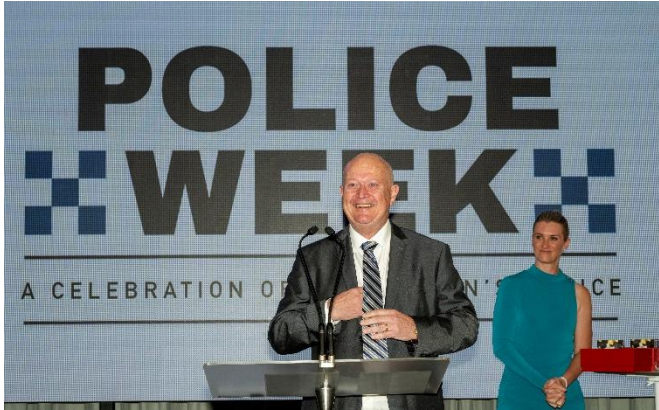
Inspector Scott said that she hoped that her career would not be defined by one incident, saying that "At the end of the day, we're all ordinary people who are sometimes called upon to do extraordinary things."





Pictured:

- Michael & PASA President, Wade Burns, & PASA Board Executives*
- Mark Dreyfus, Amy Scott, PANSW President Kevin Morton & Scott Weber.*
- PFA Executive.*
- Amy & Michael with Commissioners of Police in attendance.*





2024 NATIONAL POLICE REMEMBRANCE DAY

National Police Remembrance Day (NPRD), observed annually on 29 September, is a solemn occasion dedicated to honouring the courage, commitment, and ultimate sacrifice of police officers who have died in the line of duty or as a result of their service. It also serves to recognise the unique nature of policing and the inherent risks officers face in the daily protection of our communities.

The National Police Memorial in Canberra stands as a powerful tribute to fallen officers from all Australian and South West Pacific police jurisdictions. In 2024, five new touchstones were added to the memorial, joining the 826 officers already commemorated on the wall.

Each touchstone, inscribed with the officer's rank, date of death, and place of death, is blessed at a dawn service held at Queanbeyan Police Station. Following the blessing, the touchstones are escorted to the memorial by motorcade, where they are installed on the wall. In the lead-up to NPRD, images of the fallen officers were also projected onto Canberra's National Carillon, honouring their service and sacrifice.

The 2024 National Police Remembrance Day commemorative service was held on Friday, 27 September. The national dusk service began with police officers from all Australian jurisdictions marching from AFP Headquarters, across the Kings Avenue Bridge, to the National Police Memorial in Kings Park, Canberra. The ceremony brought together families, colleagues, dignitaries, and members of the public to honour and remember those who have made the ultimate sacrifice.



The following five officers were formally recognised and commemorated in 2024:

- **BREVET SERGEANT JASON CHRISTOPHER DOIG**
South Australia Police
On 17 November 2023, Brevet Sergeant Doig was fatally shot while confronting an armed suspect at a rural property in Senior, South Australia, near the Victorian border.
- **SERGEANT PETER STONE**
New South Wales Police Force
On 1 January 2023, while visiting Bogola Beach on the NSW South Coast with his family, Sergeant Stone entered the water to save his son, who was caught in a rip tide. Although he successfully rescued his son, Sergeant Stone was unable to return to shore and tragically drowned.
- **SENIOR CONSTABLE GLENN MURRAY**
Western Australia Police Force
On 1 July 1996, while driving on Mandurah Road near Singleton, WA, Senior Constable Murray lost control of

his vehicle and crashed into a tree, sustaining serious injuries. He never recovered and passed away on 2 December 2022.

- **MOUNTED CONSTABLE ARTHUR CLAPP**
Northern Territory Police
On 5 November 1927, while patrolling construction camps near Mataranka, NT, Mounted Constable Clapp was shot and killed during the arrest of a man for the illegal sale of alcohol.
- **MOUNTED CONSTABLE THOMAS MCNULTY**
Northern Territory Police
On 25 November 1917, while escorting witnesses back to Darwin aboard the sailing vessel *Albatross*, Mounted Constable McNulty fell overboard and drowned in the Gulf of Carpentaria.

National Police Remembrance Day remains a deeply meaningful and unifying event. It honours the enduring legacy of our fallen officers and recognises the lasting impact of their service on their families, colleagues, and the communities they served.

CONCLUSION

As the foregoing Report outlines, there are many issues on the PFA’s agenda moving forward. Following the federal election in May this year our key focus now is to continue to prosecute our key issues underpinning our recruitment and retention campaign, superannuation preservation age, salary packaging concessions and the implementation of a police Blue Card through the Police Minister’s Council as well as our continued campaign on member mental health and well-being.

In the past 12 months we also witnessed, for the second year in a row, the shooting murder of another police officer, Constable Keith Anthony Smith from Tasmania Police. While it is devastating whenever we lose a member, on duty, to have them murdered, as Constable Smith was, it is extremely difficult to deal with. The safety of our members is paramount. Constable Smith will be honoured at this year’s Wall to Wall Ride for Remembrance, and his name will be added to the NPM on NPRD this year.

In closing, I congratulate Kevin Morton on his election as PFA President and have enjoyed working closely with him over his first year in the role. He has not only been a great support to me, but to all the PFA staff.

The year ahead will, without doubt, be challenging. Apart from the issues raised in this report that we continue to pursue, we are also monitoring very closely the topical issue of AI and its potential impact on our members, their roles and in particular, their privacy. It’s an issue that no doubt, will need to pay close attention to over the next 12 months and beyond.



SCOTT WEBER APM
CEO



17th June 2024 – Hobart landmarks, including Wrest Point Casino and the Tasman Bridge, were illuminated in blue as a tribute following the tragic loss of Constable Keith Smith of Tasmania Police.



17th June 2024 - the sails of the Sydney Opera House are illuminated with the symbol of National Police Legacy Day, the Michaelmas Daisy, the flower of St Michael, the Patron Saint of Police.

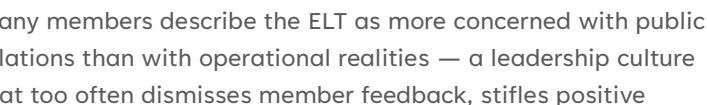
AFFILIATES' REPORTS



| POLICE ASSOCIATION OF SOUTH AUSTRALIA | WESTERN AUSTRALIA POLICE UNION | QUEENSLAND POLICE UNION | THE POLICE ASSOCIATION OF VICTORIA | POLICE ASSOCIATION OF NEW SOUTH WALES | POLICE ASSOCIATION OF TASMANIA | NORTHERN TERRITORY POLICE ASSOCIATION | AUSTRALIA FEDERAL POLICE ASSOCIATION |
|--|--|--|--|--|--|--|--|
| WADE BURNS | DAVE FLAHERTY | SHANE PRIOR | KARL DAVID APM | KEVIN MORTON | SHANE TILLEY | NATHAN FINN | ALEX CARUANA |
| 27 Carrington Street ADELAIDE SA 5000 | 639 Murray Street WEST PERTH WA 6005 | 217 North Quay BRISBANE QLD 4003 | 70 Jolimont Street EAST MELBOURNE VIC 3002 | 154 Elizabeth Street SYDNEY NSW 2000 | 107 New Town Road NEW TOWN TAS 7008 | 12 Salonika Street PARAP NT 0820 | 53 Blackall Street BARTON ACT 2600 |
| 08 8212 3055 | 08 9321 2155 | 07 3259 1900 | 03 9468 2600 | 02 9265 6777 | 03 6278 1900 | 08 8995 9520 | 02 6285 1677 |
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- 80% believe the Executive Leadership Team is out of touch.
- 85% say there's a major disconnect between the ELT and operational policing.
- Only 7% would recommend the job to others.
- Half the workforce is considering leaving within three years.



- **Budget:** The recent state budget announcement includes record police funding, 326 new sworn positions, and 98 PSOs — with an aim for 5,000 officers by 2030.
- **Mental health taskings:** Police are still picking up the slack from other agencies, especially in mental health — a key concern for members. We're in discussions with SAPOL about how to push back hard on these agencies.
- **Recruitment standards:** Concerns remain among members that traditional entry standards have been diluted. We've flagged these concerns and will continue to monitor and evaluate standards in the best interests of both recruits and existing members.
- **Select Committee on mental health and support services for police:** After an extensive submission from the association, the parliamentary committee recommended stronger support for mental health, fairer injury claim policies, and better legislative protections for officers.

The recent successes provide a solid foundation, but I've also made it very clear: I believe the wins we've secured so far are only the beginning.



WADE BURNS
PRESIDENT



BRANCH REPORT

In 2025, the Western Australia Police Union successfully negotiated the latest Sworn Industrial Agreement (IA), securing a **13.75 per cent increase in base rate and a 42.75 percent increase in shift penalties over three years**. This agreement represents the most substantial uplift in remuneration in decades, achieved against a backdrop of rising attrition, resourcing challenges, and increasing public demand for policing services.

Key achievements of the IA include:

- **Salary enhancement** designed to improve retention and recognition of service.
- **Long-term certainty** for Members through a phased, guaranteed increase.
- **Broader industrial stability**, creating a stronger platform for further improvements in conditions.

This agreement also strengthens WAPU's advocacy position by demonstrating to government and the public that police remuneration must reflect the realities of the profession.

A central campaign of the past year has been WAPU's ongoing fight for equitable **public holiday entitlements**. Despite legislation affording respite or financial recognition to most





A man with a beard and glasses, wearing a dark suit, light blue shirt, and patterned tie, stands outdoors. He is holding a black bag in his right hand and a yellow bag in his left hand. He is standing in front of a stone wall and a grassy area with trees in the background.



BRANCH REPORT

In response to this critical workforce challenge, the Branch has devoted significant effort to raising awareness among government and Victoria Police command about the immediate and the long-term consequences of declining recruitment and rising attrition. We have consistently called for decisive action to address these issues before the situation deteriorates further.

ENTERPRISE NEGOTIATIONS

unwavering resolve of our members and the dedication of our team, we reached an agreement that was endorsed by our membership and delivered well- deserved, significant pay increases.

The determinations of an independent mediator formed the basis of a proposed enterprise agreement addressing key issues such as rostered shift lengths and salary increases - all aligned with the objectives outlined in the Branch's original log of claims.

The proposed agreement was circulated to all members and actively promoted and explained by the branch. However, during the exposure period, several external developments influenced member sentiment. Victorian nurses rejected an agreement negotiated by their union, only to endorse a more favourable one put to them by Government ten days later.

Meanwhile, Construction Forestry and Maritime Employees Union members settled an agreement with headline wage increases of 21%. These events, combined with member

Ultimately, 57% of branch members voted against the agreement, with 43% in favour.

In response, the branch acted swiftly to understand the complex reasons behind the rejection. Partnering with specialist researchers at Swinburne and RMIT universities, the branch surveyed its entire membership to reset bargaining priorities. This initiative acknowledged the significant time lapse since the original log of claims which was developed in 2022–2023, the deteriorating economic environment, the rising cost of living, and the diverse views expressed in the ballot outcome. A revised log of claims was developed with the endorsement of branch representatives and formally re-served on the employer on 19 August 2024.

Despite our efforts to progress negotiations, after a single meeting, Victoria Police withdrew agreement to all previously negotiated terms, effectively resetting the bargaining process. On 5 September 2024 branch members recommenced industrial action absent any further negotiations. The branch also sought to escalate industrial action seeking a ballot of members to commence the process.

Days later, Victoria Police notified the Fair Work Commission that it sought assistance with the bargaining process and requested its intervention. Preliminary efforts by the Commission in conciliation as part of this application failed to resolve the deadlock in the absence of a move on wages or shift lengths (unpaid overtime claims) by Victoria Police.

On 30 September 2024, Victoria Police sought an Intractable Bargaining Declaration from the Commission. This declaration also triggered provisions under the Fair Work Act, that lead to arbitration a process that also removes the collective's right to take lawful industrial action. The absence of good faith bargaining from the employer following their rejection, galvanized members, who had lost confidence in Victoria Police's willingness to resolve the matter by re-negotiation. The branch opposed the application at the request of members, arguing that re-negotiation of a settlement was possible and that lawful protected industrial action should continue in support of it.

Industrial action escalated to unprecedented levels in modern Victoria Police history. In September 2024, members

resumed previous actions, launched public campaigns, spoke directly to the media, and initiated 47 walkouts which were conducted statewide beginning with 400 members at the Police Academy. Not since 1923 have police stopped work in such numbers. Station-by-station actions spread across metropolitan Melbourne and regional Victoria, culminating in a major stop-work involving nearly 1,000 members outside Victoria Police headquarters on 29 November 2024.

On 3 January 2025, the Fair Work Commission dismissed Victoria Police's application and encouraged both parties to re-engage - precisely the outcome we had advocated for in submissions, requested in media commentary, and in direct engagement with government and command.





The branch then sought the Commission’s assistance to facilitate conciliation, while protected action continued. In this environment, discussions became productive and

Victoria Police and the government returned to the table with a revised offer, distinct from the previously rejected proposal. Discussions concluded after only four further meetings.

Importantly, branch members retained full agency throughout the process a fundamental right to determine the outcome of any revised offer. While the new proposal did not encapsulate every aspiration outlined in the log of claims, it represented meaningful movement on key issues and was considered by the Commission the closest point of agreement achievable through negotiation.

The revised agreement included:

- Base salary increases of 4% for Police and PSOs.

- Additional 0.5% allowance for members deployable operationally.
- Further 0.5% allowance for members performing general duties at police stations.
- Recognition of pre and post-shift activities as part of a new definition of work.
- Mandatory minimum correspondence days for 24-hour stations.
- Back pay for periods without salary increases.

The proposal was endorsed by members with a preliminary vote before receiving formal endorsement on 3 March 2025. 76% of members voted for the agreement, with 91% of all members eligible to vote participating. The agreement was formally approved by the Commission in April 2025.



INDUSTRIAL RELATIONS

Our Industrial Relations team dealt with a range of significant non-enterprise bargaining related issues throughout the year. The overwhelming majority of disputes raised on behalf of individual members are resolved by officials without the need for further escalation however 19 disputes were referred to the Fair Work Commission for assistance.

The branch pursued the resolution of a dispute on behalf of detective members tasked with non-routine duties, who believed they were entitled to overtime payments for work performed beyond standard hours. The matter was escalated to the Fair Work Commission for formal determination.

While we advocated strongly for recognition of the additional workload and the principle of fair compensation, the Commission ultimately found against the detectives, ruling that overtime payments were not applicable under the specific circumstances of the dispute.

On 10 December 2024, the branch an application with the Federal Court of Australia seeking recovery of alleged unpaid wages for work performed by members over the past six years.

The claim centres on pre- and post-shift activities essential duties that have long gone uncompensated and aligns with similar legal actions pursued by workers in other sectors, including health and retail.

This matter has required extensive preparation by our industrial relations practitioners and senior legal counsel, reflecting the complexity and significance of the claim. The

In October 2024, Victoria Police announced the commencement of a major organisational review in response to mounting budgetary pressures and persistent

Work has now commenced with Victoria Police, to agree on terms for inclusion in draft legislation. The proposed amendments are expected to be introduced into Parliament in the coming year, marking a significant step toward strengthening dispute resolution pathways for branch members.

A photograph showing police officers on horseback in riot gear, including helmets and shields, on a city street. A large cloud of white smoke or tear gas is in the background, and a person is visible running away from the officers.

KARL DAVID
PRESIDENT





NEW SOUTH WALES

BRANCH REPORT

AWARD 2024

This 4 year Award offer provides pay increases in a variety of ways depending on your rank and position on the incremental scale, back dated to 1 July 2024.

The value of this Award offer to Non-Commissioned Officers ranges **between 22.3% - 39.4%**.

For all Non-Commissioned ranks, the **average salary rise is 26.4%**

Commissioned Officers will receive increases **between 20.5% and 27.1%**.

These ranges are on salaries alone, with increases to shift penalties and a new allowance in addition to these % ranges for Non-Commissioned Officers. The overall Award increase is complex. This is not just adding a percentage to your salary and current pay scale. The pay rise is secured through a suite of benefits which include:

Pay increase which includes:

Quantum increase across ranks, superannuation guarantee increases for all officers, accelerated incremental progression by removing levels in the pay scales and/or a leadership retention payment of \$5400 for certain higher incremental levels.

Accelerated incremental Progression

All Non-Commissioned salary scales have been compressed under this pay offer which provides for an additional % increase on top of the quantum increase. Less Incremental Steps, reaching top salary faster in all pay scales, a pay increase each year, increase in top level Senior Constable \$ into Leading Senior Constables salary, grandfathering existing LSC's, Increasing the starting salary on promotion, Removing the overlap within duty types and higher Relieving rates.



A key feature of the Award offer is the introduction of a new Field Training Officers Allowance for the police in General Duties who are training the Probationary Constables in sessions 3 and 4 of their probation. The allowance will be paid on a shift-by-shift basis, on top of any other shift penalty or allowance at the rate of \$43.60 per shift in 2024 and by 2027, \$50 per shift.

The PANSW has secured a 26.3% increase in all shift allowances with 10.1% being delivered in Year 1 2024.

RECRUITING AND RETENTION

The PANSW Conference 2022 passed a motion seeking assistance and processes in place in enabling the replacement of staff during absences from the workplace.

Following the passing of this motion, the PANSW began negotiations with the NSWPF to consider an appropriate Relief Pool concept to assist Commands in replacing shifts when staff were absent. In late 2022, as part of the negotiations for the additional 0.5% that was available for the 2023 Award increase, the concept of the Relief pool was drafted between the parties.

In 2022 as part of the Police Award negotiation process, the NSW Police Force and Police Association of New South Wales (PANSW) agreed to the establishment of relief pool/s. The intent of the relief pool concept is to enable operational continuity when officer/s temporarily leave the workplace for approved leave types for period of greater than 6 months (shorter periods may be considered in consultation with the PANSW). To provide a source of additional operational capability to backfill vacant working hours resulting from officer flexible working arrangements/other

Participation in/attachment to the relief pool/s will be voluntary and vacancies will be filled via an expression of interest/equivalent process. Following a trial within Commands, since January 2025 the Relief pool has rolled out statewide and officers can elect to undertake shifts at any Command where a shift is offered.

To be eligible to participate in the relief pool trial concept, it is only open to fully operational officers who are on approved extended leave, annual leave, parental leave or leave without pay or who are working reduced hours either via a permanent

part time arrangement or part time leave without pay arrangement.

Officers may work up to the equivalent full-time hours (228 hours per roster cycle). Officers will be remunerated at their ordinary rate applicable (not overtime rates) plus 1/12th loading to compensate for annual leave. In circumstances where officers work a relief pool shift and are required to work beyond the ordinary shift length – this will be considered overtime. The applicable shift allowances and public holiday loadings will be payable for shifts performed by relief pool officers in accordance with the Award.

This has been heavily utilised with thousands of available shifts being taken up from officers in the relief pool.



Working with our Branches in the Southwest of Sydney we identified that as a result of staffing shortages a review was required in the type of jobs that our General Duties officers were attending.

It was found that over the years we simply took the phone call from the member of public or via 000 broadcast the job for Police attended without canvassing appropriate other Government agencies. Issues like animal complaints, parking & noise complaints and many other jobs were being attended by Police rather than being referred to local councils or agencies.



Motions were passed at Branches and engagement with Commanders saw an acceptance that these jobs should be triaged and referred. This has now been adopted by other branches across the state and customised to their individual areas.

On the day that this actually commenced in a SW metro location we saw the triaging of 30 jobs in one shift alone referred to other government agencies.

Commenced at Conference 2022 and workshopped again at Conference 2024 was the Blue Tape Project.

PANSW engaged with the Conference delegates to provide valuable information from the field from every squad every command every agency about workload increases brought about by introduced policy, new legislation, technology and work processes. In the past 12 months we have seen significant improvements in all areas with the NSWPF having Operation OMNI to engage with PANSW about continued improvements in work practices and in the last quarter of 2025 we will see the introduction of a suite of technology enhancement that will significantly assist our members.

In October 2024 the NSW Police Blue Ribbon Insurance Scheme was amended and replaced with an internal EPS

Scheme which continued to provide 39 weeks at 100%, a further 7 years at 75% salary and for those officers injured who have a catastrophic or exception injury and are TPD, a further 3 years at 75% is available.

We have now seen the first group of officers moving into the 7 year period July 2025 which we have worked with NSWPF on the correct systems and processes.

The rate of injuries has significantly reduced under the EPSS and is greatly focused on getting officers back to work following injury and utilising the support payments only where necessary.



KEVIN MORTON

PRESIDENT



Sue Bailey

The police union has slammed a management decision to go back to a 30-year-old rostering system describing it as a "betrayal of frontline officers" which will jeopardise public safety.

Acting Deputy Commissioner Adrian Bodnar confirmed all 24/7 stations would return to the award compliant Ottawa roster on July 7 and said all members had been "consulted extensively".



**Shane Tilley, president of the
Police Association of Tasmania**

ENTERPRISE BARGAINING (EB)

PAT LEGAL PTY LTD

We now have two practitioners, our Principal Lawyer Melinda Bird and Senior Lawyer Teshi Zacherek, both of whom have considerable experience in the industry.



NORTHERN TERRITORY

BRANCH REPORT

Our Northern Territory (NT) members continue to service a wide, varied, and harsh landscape from metropolitan Darwin to the most remote communities. Just over 1780 sworn members serve and protect an area of some 1.4 million square kilometres in some of the harshest and most remote locations within Australia.

Our small team of seven full-time staff members, along with our Executive Board and Regional Delegates, has worked hard to serve the members of the NTPA, and I thank them for their dedication and efforts over the last 12 months. We are proud to celebrate our 86th year of the Northern Territory Police Association.

The past 12 months for Northern Territory Police Association (NTPA) members have been challenged as always. The Territory's crime, alcohol, and domestic violence issues have made national headlines, continued reports of crime out of control, and an attrition rate which remains high, along with the challenges we all face across Australia and New Zealand regarding recruitment and retention.



There are ongoing Coronials – including the Yuendumu inquest, which completed more recently – that appeared to be focused solely on the shortcomings of police and a strong focus on racism within the Northern Territory Police Force rather than the failures of the relevant Government agencies. This is an ongoing source of frustration for our members. And we continue to ask the Government to let our Police be just Police and not her answer to every other government department that doesn't have a 24-hour, 7-day staffing model.

We also continue to be frustrated by a range of issues, including policy failures, remote policing challenges, support and wellbeing, assaults on police, the disciplinary process for police, and the lack of leadership in the NT Police, pending the final review and recommendations from this review into senior police recruitment because of the previous commissioner's termination.

In saying that the change in Government has made a positive change to the NT Police with priority given to



BRANCH REPORT

STANDING UP FOR MEMBERS

balancing action with responsibility, we applied pressure on the AFP and the government without endangering the safety of Australians.

That action gave us leverage at the bargaining table. Negotiations became more focused, and our requests for allowances, rostering, and recognition of specialised roles gained momentum. Members made it clear they deserved more than empty promises. They deserved an agreement that acknowledged the weight of their responsibilities.

LISTENING TO THE WORKFORCE

The 2025 AFP Staff Survey revealed serious issues. Many members reported feeling exhausted, frustrated, and distrustful of leadership. That feedback was tough to hear, but it made our purpose clear. We highlighted these results in discussions with the AFP and government. We advocated for more mental health support, better resources, and clearer career paths. Data can be

and strengthen the voice of members across the country. Attending members overwhelmingly re-elected Alex Caruana as AFPA President for another term. That vote of confidence was not just in Alex but also in the overall direction of the Association.



The Council also included the Executive Board elections. Much of the board remained intact, which provides continuity and stability. Meanwhile, new Board members stepped in to replace those who chose not to run again. This combination of experience and fresh perspectives will benefit us as we continue to serve members with strength and integrity.

LOOKING AHEAD

The year ahead will be just as demanding.

We will:

- Finalise and uphold outcomes from the enterprise agreement to ensure members see real improvements.
- Push the AFP to act on staff survey findings, particularly regarding mental health and career development.
- Maintain pressure on governments to fulfill promises for resources and infrastructure.
- Continue the fight for stronger protections for officers assaulted in the line of duty.
- Oversee the rollout of the National Firearms Register to ensure it meets operational needs.

CLOSING THOUGHTS

This year demonstrated that when members unite, we are hard to ignore. We faced challenges, but we also made strides. Pay, safety, wellbeing, and recognition remain our top priorities. We will approach the next twelve months with the same focus and determination.

We appreciate every member who spoke up, voted, or reached out to us. We thank our staff for keeping operations running smoothly under pressure. Most importantly, we thank every officer who put on the uniform and served, often risking their safety and without recognition. The AFPA exists for you, and we will continue to advocate for you.



ALEX CARUANA

PRESIDENT

BRAVERY MEDAL (BD)

COMMENDATION FOR BRAVE CONDUCT

At 11:20am, Detective Senior Constable Travis Petersen was off duty and driving out of a car park when he saw a man threatening another man with an axe. Detective Senior Constable Petersen stopped and, after he exited his car, approached the offender. The victim ran from the scene. The offender attempted to strike Detective Senior Constable Petersen with the axe, but he was able to hold the axe away. The offender repeatedly punched and kned him, before Senior Constable Petersen wrestled the axe from the offender. The offender attempted to get into Detective Senior Constable Petersen's car, but he pulled the offender away and tackled him to the ground. A member of the public assisted in holding the offender on the ground until further police arrived.



AUSTRALIAN POLICE MEDAL (APM)

The Australian Police Medal (APM) is awarded for distinguished service by a member of an Australian police force. The Governor-General awards the Australian Police Medal on the recommendation of the responsible Commonwealth, state and territory ministers.

The medal is awarded annually as follows:

- *One medal for every 1000, or part of 1000, members of the Australian police force of the Commonwealth, State or Territory, plus one additional award.*
- *Awards are announced in January and June each year.*
- *Only one award can be made to an individual.*
- *Recipients are entitled to the post-nominal APM.*

To view the APM's full history, list of all recipients, and medal design, please use the following link ~ [Australian Police Medal](#).



AUSTRALIA DAY HONOURS LIST ~ JANUARY 2025

FEDERAL

Detective Superintendent Marie Elizabeth ANDERSSON

Detective Superintendent Marie Andersson joined the Australian Federal Police (AFP) in January 2003 and, after recruit training, was posted to Eastern Command. During the time in Eastern Command, Detective Superintendent Andersson's service history including areas of the Operations team, Response team, Client Liaison team and Human Source Management team. Detective Superintendent Andersson joined the Sydney Operations - Counter Terrorism Operations in June 2005. She then joined Crime Operations (CO) Sydney in July 2010.

Detective Superintendent Andersson was deployed to Jakarta in 2004 to assist in the AFP response to the Indonesian terrorist attacks and has worked extensively across various crime types including organised crime and child protection operations nationally. In March 2012, Detective Superintendent Andersson joined the HR Investigations Team Sydney for 12 months then returned to CO Sydney, where she had performed as the coordinator for Business Services in CO Sydney. Detective Superintendent Andersson was promoted to sergeant in June 2013 and promoted to superintendent in September 2022.

In November 2015, Detective Superintendent Andersson joined International Command, which has taken her to AFP posts in Southeast Asia and Türkiye and was the AFP liaison officer in Ho Chi Minh City, Vietnam. She has worked alongside local authorities and policing agencies to disrupt highly significant international organised crime threats at their source and substantially enhanced trusted collaborative



partnerships resulting in disruption of complex high value narcotics threats to the Australian community. She is currently the AFP senior officer to Türkiye. Detective Superintendent Andersson has served the AFP, the Australian and international community with distinction for over 20 years.

Mr Craig MANN

Mr (then Detective Inspector) Craig Mann has been employed with the Australian Federal Police (AFP) for more than 35 years since March 1989, and has worked within multiple portfolios of the AFP.

His service includes Eastern Response Team, Intelligence Field Team, Operational Safety Training, Eastern Operations Team, Serious and Organised Crime and the Identity Crime Task Force. Mr Mann joined the National Operations Avian Strike Team in May 1998. In June 2006 Mr Mann founded the AFP Specialist Response Amphetamine Type Stimulants rapid response capability which deployed throughout Australia and abroad. Mr Mann also performed as the coordinator for Economic & Special Operations branch during this time.

In November 2010, Mr Mann joined the Aviation Emergency Management team for two years, and then transferred to Brisbane in January 2013. While in Brisbane, Mr Mann worked in the Crime Operations Team and as the lead trainer for three years with the AFP Learning & Development Command.

Mr Mann was a founding member of the Australian Centre to Counter Child Exploitation (ACCCE). In October 2018, Mr Mann joined ACCCE where he established the Covert Online Engagement unit. Mr Mann also oversaw the Operations Development and Disruption unit, Intelligence Fusion cell and the Child Protection Triage unit. During this time, Mr Mann also performed as a superintendent in ACCCE Operations.



Assistant Commissioner Alison Margaret WEGG

Assistant Commissioner Alison Wegg has contributed over 30 years of policing to the Australian community. Over her career, Alison has led criminal investigations and intelligence operations in combatting organised crime, money laundering, organised fraud, human trafficking, child sex offences and people smuggling. Most recently, Alison has led the AFP's tactical and specialist policing teams which comprises and integrates a range of highly specialised capabilities responsible for deterring, responding to and resolving threats against Australians and Australia's national interest both at home and abroad.

Assistant Commissioner Wegg has deployed into the AFP's International Network on two occasions. In 2002, Alison deployed to Bali where she undertook a feasibility study on the establishment of an AFP office, which recently celebrated 20 years of operation in Bali. In 2006, Alison was deployed to the AFP's Bangkok office, where she worked closely with Royal Thai Police and foreign law enforcement agencies, in a role focused on combatting travelling child sex offenders and human trafficking.

In 2020, Alison led the development and implementation of the AFP's specialist training faculty, focusing on the provision of foundational enterprise protection capabilities that remain a keystone in the provision of policing capabilities to our Pacific partners. In this role, Alison brought focus to sustaining operational readiness through specialist capability development, national exercising and sustainment. Most recently in her role as Assistant Commissioner Specialist Protective Command, Alison led the development of the armed protection capability in the AUKUS protective security model.

In 2023, as the AFP's strategic commander, Assistant Commissioner Wegg led the delivery of protective security responses to Operation Scarif (Quad Leaders' Summit in Sydney), Operation Tasman (FIFA Women's World Cup hosted by Australia and New Zealand), Operation Rugosa (Voice to Parliament Referendum) and Operation Bishop (ASEAN special event summit in 2024).



Chief Inspector Andrew Bullock joined NSW Police Force in April 1989 and was stationed at Newtown Police Station. In 2000 he transferred to Endeavour and Ashfield Weapons Training Unit and then returned to general duties at Sutherland Local Area Command in 2006 and was promoted to sergeant. In 2007 he was promoted to inspector at Botany Bay Local Area Command. Combining his Policing and Weapons skills in 2010 transferred to Public Order & Riot Squad (PORS) as the tactical commander. He then relieved as superintendent in various areas including Botany Bay Local Area Command, Public Order & Riot Squad, Operations & Capability Group, Counter Terrorism & Special Tactics and the Dog & Mounted Police Unit. He attended the Police Service of Northern Ireland in 2016 and obtained a public order commanders accreditation for that jurisdiction.

Chief Inspector Bullock was a leader in 2022 of the first Public Order & Riot Squad deployment overseas for a peace keeping operation in the Solomon Islands. He was the key liaison with the Australian Federal Police, and coordinated vast logistical processes required for PORS operatives to be deployed overseas. He coordinated training between the Special Response Group and PORS to ensure a cohesive team was formed between two jurisdictions. Conditions were challenging during the deployment, with extreme COVID19 restrictions in place meaning operatives were confined to rooms at almost all times outside of operations.

Chief Inspector Bullock has dedicated his career to the NSW Police Force and people of NSW with 34 years of operational service. He is currently the longest serving commissioned officer in PORS and is considered a subject matter expert in the field of public order. He is currently performing duties as a tactical commander at major hallmark events, violent protests and high-risk operations and leads the front line in a calm and measured way, providing confidence to police commanders, police officers, government officials and other agency partners.



Sergeant Matthew Cavanagh joined the NSW Police Force in July 1985 and was stationed at Penrith Police Station, then in 2010 moved to St Marys Police Station and was promoted to sergeant. Then in 2016 he transferred to Blue Mountains Command and is now approaching 40 years' service. Over these near four decades he has performed various roles including general duties, youth liaison officer in the Proactive Crime Team, as well as a rescue operator with Blue Mountains Police Rescue with extensive relieving at rank of inspector at various locations. Sergeant Cavanagh has also held NSW Police Rescue qualifications, including relieving as a team leader, and an active participant in many rescue situations in the Blue Mountains area.

Sergeant Cavanagh has demonstrated distinguished service throughout his policing career. He is recognised for his courage, both on and off duty, while serving the community of the Blue Mountains. This is displayed in the complimentary remarks received in relation to the execution of his duties. The attempt to rescue a trapped driver while off duty exemplifies how Sergeant Cavanagh's actions exceed the requirements of normal duties.

Sergeant Cavanagh has displayed consistent high-level achievement in the performance of his duties as a member of the New South Wales Police Force for nearly 40 years. His passion in supporting the community of Blue Mountains is evident through his work in junior sport along with his parallel work with Fire and Rescue and Ambulance NSW over the years. His continued service and diligence serve as a role model for others, in particular junior staff.





Detective Chief Inspector Craig James joined the NSW Police Force in August 1995 and was stationed at Hurstville Police Station and in 2000 he was designated a detective. In 2004 he was promoted to sergeant at Botany Bay Local Area Command, then inspector at Harbourside Local Area Command in 2008 and Sutherland Local Area Command in 2010. There he implemented a Summer & Winter First Response Agreement for Sutherland Local Area Command, a unique emergency management traffic management plan for Australia Day celebrations and a sector model which reinvented the operational deployment within the command.

In 2011 he was selected as one of 122 NSW Police Force members deployed to Christchurch, New Zealand as part of the Australian police response to the devastating earthquake. In 2013 transferred to the Public Transport Command as a staff officer supporting the commander in creating the new Police Transport Command to full strength of 610 officers. In 2022 he deployed to Lismore as part of the NSW Police Force response to the devastating floods, managing evacuation centres in Goonellabah and Lismore.

Later he transferred to his current role as the manager of Dog & Mounted Command where he performs the role of the Training & Development manager. He also played an active role instilling pride back into a historic unit introducing a formal ‘March Out’ of deceased and retiring police dogs as well as a ‘March in Ceremony’ for the successful completion of a novice training course.

As a long-standing manager and member of the Dog Unit, he has had a dramatic effect upon the positive culture of the unit. Detective Chief Inspector James has displayed exemplary achievement and commitment during his impressive 29-year career as an outstanding leader and change manager for the NSW Police Force.

Chief Inspector Peter Joseph JENKINS

Chief Inspector Peter Jenkins joined the NSW Police Force in October 1984 and was stationed at Five Dock Police Station. Later transferring to the Accident Investigation Squad, and in 1995, he was promoted to sergeant then to senior sergeant and in 2000 as commander of Metropolitan Crash Investigation supervising 31 investigators and six regional based units. There he was responsible for the development of an overarching set of standard operating procedures that eventually were implemented statewide.

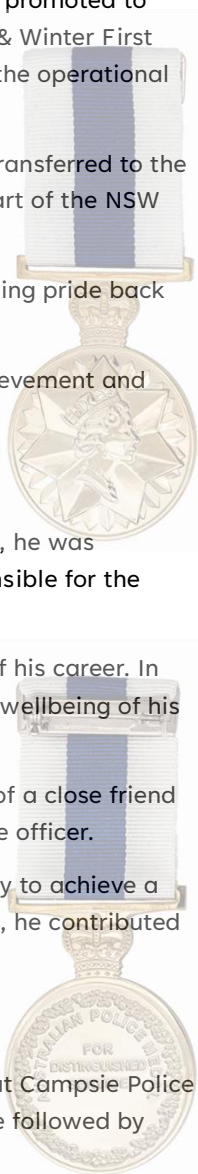
In November 2011 Chief Inspector Jenkins was promoted to inspector at Hawkesbury Police Area Command. He has been a champion of leadership, culture and of serving others for most of his career. In addition to the standard operating procedures, he dedicated significant amount of time to developing a welfare policy and related procedures which were adopted statewide to ensure the wellbeing of his staff. His care extended to victims of road trauma and was extremely active in providing support to those through campaigns.

Following the on-duty murder of a colleague in 2012, Chief Inspector Jenkins was instrumental in guiding the command through difficult times that followed, not only dealing with the loss of a close friend but providing close support to the family, as well as leading the command through the tragedy. In 2022 he established a project to create a permanent monument and garden honouring the officer.

While at the Crash Investigation Unit, Chief Inspector Jenkins rose from junior investigator to eventual operations manager and commander of the unit. During that time, he worked tirelessly to achieve a common set of standard operating procedures and a welfare policy for metro and regional areas to ensure the highest-level investigation and consistency across the state. In achieving this, he contributed positively to the culture and professionalism of the unit, and through his passion and dedication, made a considerable impact.

Detective Inspector Joseph Paul MAREE

Detective Inspector Joseph Maree joined the NSW Police Force in December 1984 and was stationed at Campsie Police Station. In May 1991 he moved to the field of criminal investigation at Campsie Police Station, a field in which he would remain. He was soon designated a detective and working at Bankstown Police Station, then in 2001 a detective sergeant at St George Police Station, to be followed by detective inspector in 2022 at the Homicide Squad within the State Crime Command.





From 1995 to 2000 he worked in the Armed Hold Up Unit, Major Crime Squad South-West and from 2006 onwards has worked at State Crime Command in various squads, including the Middle Eastern Organised Crime Squad and since 2009 as a team leader in the Homicide Squad prior to being promoted to detective inspector in the Homicide Squad in 2022. The role requires significant consultation and negotiation with police area commands and police districts, specialist squads both internally and externally. Due to the nature of homicide investigation, the importance of stakeholders, and the legislative requirements of the NSW criminal courts and the coroner.

Whilst at the Homicide Squad he led complex criminal and coronial matters, including murders and critical incident investigations. He places great emphasis on the benefit and importance of mentoring all staff to enhance their investigative skills and to have a high level of professionalism and dedication to their duties, ensuring the highest level of investigative response is provided to the community of NSW, not only to arrest perpetrators, but to achieve conviction at court.

Detective Inspector Maree has 31 years’ experience in major crime investigation and fifteen years’ experience leading investigators at the Homicide Squad. He has further shown incredible resilience as a senior investigator of major crime over a lengthy career and is a role model to all investigators in the State Crime Command and the NSW Police Force.

Inspector Helen Therese MCWILLIAM

Inspector Helen McWilliam joined the NSW Police Force in September 1999 and was stationed at Marrickville Police Station. She spent some time there including nine months in the education and training role. In November 2008 she was promoted to sergeant at the Leichhardt Local Area Command, before transferring to Moree Police Station, performing general duties. In 2021 she was promoted to inspector at the New England Police District and is currently performing the role of officer in charge of Moree Police Station.

Her dedication is crucial to issues impacting youth within the community, with a down to earth and human approach to caregivers and seeking their agreement to work collaboratively with police has been key to divergence of Indigenous youth from the criminal justice system.

In July 2021 she co-ordinated an extensive search operation for a young Aboriginal male within the Gwydir River and surrounds. This operation was extremely sensitive in nature where cultural issues were prevalent. Considered a critical incident, Inspector McWilliam, displayed effective, considerate and measured interpersonal communication skills, and her sincerity was acknowledged by the State Coroner.

In October 2022, the Moree Plains Shire and surrounds were greatly affected by extensive flooding of the Gwydir River. This caused damage to the township of Moree with several community members losing their houses to this devastating flood event, whilst suffering extensive damage to her personal home, she maintained her role in the Moree community taking a significant role in the management and recovery operation. The then Mayor of Moree Plains Shire Council commended her for involvement in the coordinated response, respect to the community and diligence in this operation.

Inspector McWilliam’s genuine nature and high-level capabilities as a police officer and senior leader has earned her a great deal of respect from the community of Moree. As a ‘country cop’ Inspector McWilliam works above and beyond in the Moree community.

Detective Sergeant Ellen QUINN

Detective Sergeant Ellen Quinn joined the NSW Police Force in May 2002 and was stationed at Marrickville Police Station. In 2006 she transferred to the Joint Investigation Response Team (JIRT), Bankstown, as a detective investigating serious sexual and physical violence against children.

In 2011 she transferred back to Marrickville Police Station as a youth liaison officer developing engagement programs for Inner West youth. Later performing duties as a criminal investigator, investigating a broad range of serious criminal matters including sexual violence, robberies, assaults, homicides and frauds. It was here that her commitment to sexual assault victims was highlighted when she investigated a prolific paedophile who in the 1980s had sexually assaulted nine girls aged between six and 12 years of age. Detective Sergeant Quinn acknowledged the re-traumatisation of the victims





through the investigation and court matter and through the support she gave to those victims, was recognised in 2019 in a magazine article highlighting how she gave the victims back their power and forged friendships with the victims.

In 2020 she was promoted to sergeant at North Shore Police Area Command, performing criminal investigation duties. In 2023 she transferred to State Crime Command and is currently the Sex Crimes Squad’s investigations manager.

Detective Sergeant Quinn has dedicated most of her career to victim-based crime particularly the area of sexual violence. Her nature for helping victims and superior investigative ability was often recognised, for example in her investigation of the sexual assault of a young girl by seven offenders in 2007. Due to her passion to investigate victim-based sexual violence crimes she was selected by the North West Metropolitan Region to develop a victim-centric response to sexual violence, and led the development of sexual violence officers in each police area of NSW. Detective Sergeant Quinn continues to drive innovation in the investigation of sexual violence, to consider the victim at the centre of every investigation, and the victim's needs above investigative needs.



Senior Sergeant Brook Robert RUSSELL

Senior Sergeant Brook Russell joined the NSW Police Force in February 1987 and was stationed at Blacktown Police Station, moving to Cabramatta Police Station and then Wetherill Park Police Station in the early years. In 1993 he undertook the brand-new assistant protocol officers’ course and commenced undertaking ceremonial duties on a part time basis, in addition to his normal duties at Wetherill Park Police Station. This culminated in the appointment to his current role as the state protocol officer for the NSW Police Force and is currently the second longest serving state protocol officer. In October 2008 he was promoted to sergeant at Flemington Police Station as an education and development officer.

In February 2015 Senior Sergeant Russell was promoted to senior sergeant at the Protocol & Awards Unit performing the role of field protocol officer and then state protocol officer where he is responsible for the development and management of many large-scale policing events.

His knowledge of all things ceremonial regarding events and protocols within the NSW Police Force and other State events is astonishing. He was instrumental in the design, development, and implementation of the NSW Police Force Service Memorial at Surry Hills. His years of experience within the Protocol & Awards Unit and his many dealings with government agencies has made him a subject matter expert.

Senior Sergeant Russell also coordinates the NSW Police Force ceremonial response to significant national and state events, including the Australian Defence Force, returned and services leagues (RSL), federal and state government ceremonies and investitures. Senior Sergeant Russell’s level of achievement and contribution to the NSW Police Force, the State of NSW and indeed the nation is exemplary. He delivers invaluable outcomes to ceremonial and community events, recognising the bravery and meritorious service of members of the NSW Police Force and strengthening relationships across various organisations. Senior Sergeant Russell displays exemplary levels of effort, outstanding leadership and impeccable standards.



VICTORIA

The late Senior Sergeant James Thomas EGAN



Senior Sergeant James Egan is a proud Gunditjmara, Yorta Yorta and Bangerang man, is the longest serving Aboriginal employee of Victoria Police and has been an exemplary police officer for more than 38 years. Senior Sergeant Egan has performed frontline roles in metropolitan and regional areas, including being the officer in charge of the Raywood Police Station, a one-member station for almost 9 years and a firearms instructor for over 20 years.

In 2019, Senior Sergeant Egan led the Aboriginal Cultural Awareness Training project which developed and delivered Aboriginal cultural training across Victoria Police. He has drawn on his own experiences and insight into the Victorian Aboriginal community to develop and deliver the program to educate thousands of Victoria Police employee. Senior Sergeant Egan has continually recounted many personal experiences and uncomfortable truths of his journey to provide a meaningful and authentic experience to participants.

He spent a significant amount of time with the Victoria Police chief commissioner in preparation for his appearance at the Yoorrook Justice Commission. He was open and honest and provided great insight into the stolen generation and the impacts and trauma caused to Aboriginal people, providing insight into why there is still so much distrust of police from the Aboriginal community.

In his role as a council member of the Aboriginal Employee Network Council, Senior Sergeant Egan has advocated for addressing the unique issues facing Aboriginal employees in a policing organisation and provided strong mentorship to other Aboriginal employees. Senior Sergeant Egan has forged a remarkable career in Victoria Police, marked by his commitment to enhancing competency to all Victoria Police employees. Senior Sergeant Egan influence continues to resonate within the organisation and shapes the way in which members engage with and serve the community, particularly the Aboriginal community.

Superintendent Kelvin John GALE

Superintendent Kelvin Gale has been a police officer for over 35 years, working predominantly frontline duties and in criminal investigation at divisional crime investigation units and the Homicide Squad.

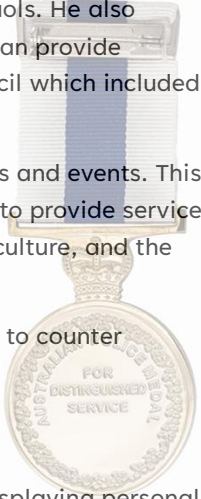
Superintendent Gale played an integral role in the Police Custody Officer Program, that recruited, trained, and deployed police custody officers at various locations across Victoria, who now deliver more than 59,000 shifts per annum into police gaols. Superintendent Gale drove multiple tranches of legislative change to allow police custody officers to manage persons in custody at police gaols. He also introduced policy to operationalise these legislative changes and provide a framework for police to work under. This work resulted in more police returning to the frontline to ensure police can provide outstanding service to the community. Superintendent Gale delivered the Police Gaol Gazettal Project which involved over 30 police gaols receiving an updated order from Governor in Council which included standardised plans with clearly articulated maximum capacity.

His extensive experience in Command Control and Co-ordination results in Superintendent Gale regularly being called upon to value add to major planned and unplanned high-risk incidents and events. This involvement has included providing subject matter expert advice in debriefs, being deployed operationally to resolve complex campaign protest events, and ensure Victoria Police continue to provide service excellence to the Victorian public. Whilst at Professional Standards Command and as an acting commander at Human Resources Command, he focused on reforming performance, ethical culture, and the implementation of initiatives to enhance employee well-being.

Currently Superintendent Gale oversees the Operations Division at Counter Terrorism Command where his is responsible for counter terrorism investigations and the Victoria Police response to counter terrorism incidents of acts of communal violence to keep the community safe.

Detective Senior Sergeant Tracy Elizabeth MEYER

Detective Senior Sergeant Tracy Meyer has been a member of Victoria Police for 40 years. She has performed a multitude of diverse and challenging roles within the organisation, always displaying personal integrity, determination, and professionalism.





Detective Senior Sergeant Meyer has been a firm advocate for equality. She is a professional and caring leader who has continually displayed a commitment to victim and member welfare whilst considering the competing priorities of service delivery to the community. She possesses a fluid leadership style that allows her to adapt her style to different circumstances whilst encompassing empathy, vision, integrity, and decisiveness in communication.

Detective Senior Sergeant Meyer has undertaken significant leadership roles, most recently with Somerville Family Violence Investigation Unit which has allowed her to play a key leadership role in building the capability of Victoria Police by identifying opportunities to innovate and create efficiencies that focus on delivering transformational change. This change empowers and supports employees to provide more agile, people focused and tailored services to the community. The support and empowerment of members in turn promotes morale and drives positive cultural change which further positively impacts the organisation.

Detective Senior Sergeant Meyer has shown a definitive commitment to the organisation, displaying expertise in managing investigative operations with professionalism whilst modelling and demonstrating a high level of emotional intelligence which is required for managers associated with sexual offences and child abuse, family violence, and internal sexual misconduct.

Detective Senior Sergeant Meyer’s commitment to championing for the most vulnerable members of society, including victims of domestic violence, sexual assaults and children subject of sexual exploitation, whilst also prioritising stakeholder engagement and building effective and enduring relationships highlights her wealth to Victoria Police and the greater community.



Senior Sergeant Rodney James MUNRO

Senior Sergeant Rodney Munro is a humble yet esteemed police officer, with a distinguished career specialising in major crime scene examination for 23 of his 34 years of service. As the unit leader of the Major Crime Scene Unit, he is dedicated and committed to ensuring quality outcomes to forensic examinations of major crime scenes are delivered by his highly trained examination teams. Professionalism, quality and fairness are trademarks of his leadership style. Beyond the service delivery he has provided to Victorian community, he shares his knowledge and expertise qualification across the nation through his consistent representation on specialist and technical advisory groups.

As the former chair of the Australia New Zealand Policing Advisory Agency National Institute of Forensic Science Crime Scene Specialist Advisory Group for five years, Senior Sergeant Munro oversaw and developed the instrumental work in producing a national Crime Scene Reconstruction (CSR) Course, a project that included one day workshops, the creation of CSR principles and CSR train the trainer courses. This specialist capability enhancement has direct benefit to the community ensuring that the skills provided by crime scene examiners across the nation are exemplary and embedded, a true legacy of his work. His advocacy for standards is to ensure best crime scene examination practices are achieved, which he drives through his commitment as an accredited National Association of Testing Agencies assessor, a role he has maintained since 2006. As an assessor he ensures the certification of competency for forensic crime scene examiners is maintained throughout Australia.

His prolonged commitment to the Australian community has been demonstrated through his leadership and capability in large scale disasters. This includes significant operational deployments including the Black Saturday bushfires, Bali bombings and Christchurch earthquakes where he led multi-agency teams through specific disaster victim identification (DVI) phases at each of these large-scale disasters.



Detective Inspector Anthony Philip WHEATFILL

Detective Inspector Anthony Wheatfill is a versatile and experienced manager who has consistently demonstrated strong credibility, integrity and a history of achieving results. He is an innovative thinker who has spent most of his career in dynamic roles and specialist fields, including counter terrorism, investigations, protective security, event planning, source management, education, and frontline stations. These roles demonstrate his diversity in leadership, within challenging and often critical environments.



In June 2003, Detective Inspector Wheatfill was selected to represent the Security Intelligence Group on a taskforce which oversaw the largest terrorism investigation in Australia’s history, Operation Pendennis. This multi-agency, multi-jurisdictional investigation took nearly two years to complete. Twenty-one offenders were charged (across two States) with terrorism offences, which undoubtedly stopped a large-scale terrorist attack on Australian soil, across multiple States. Detective Inspector Wheatfill’s experience and ability to deal with a variety of agencies including intelligence partners and overseas law enforcement agencies was his strength.

The trial of the Victorian accused concluded on 15 September 2009. It was the largest, most complex and longest criminal jury trial in Victoria’s history. Whilst members came and went, Detective Inspector Wheatfill remained committed to managing bail applications, appeals and re-trials. He remained overseeing these processes and ongoing prosecutions, with an Australian Federal Police member, up until 2012. He never complained, and just got on with the job. He is committed to this investigative field and has performed three separate secondments at the Joint Counter Terrorism Team between 2003 and now.

His commitment to delivering protective security initiatives across major event planning and organisational capability uplifts highlights his dedication to working towards a safer community, within a high-risk crime theme.



QUEENSLAND

Chief Inspector Gai BOLDERROW

Chief Inspector Gai Bolderrow commenced with the Queensland Police Service (QPS) on in September 1986 and was sworn in as a police officer in April 1987. She has served as an operational police officer all her career including as a general duties officer, officer in charge, district duty officer, state intelligence coordinator and is currently a manager of Digital Forensics and Forensic Services in the Operations Support Command.

During her service, she has demonstrated exceptional commitment in directly supporting the advancements of inclusion and diversity on behalf of the QPS. Chief Inspector Bolderrow has displayed personal bravery, together with the highest levels of professional determination, to bridge gaps between the LGBTIQ+ communities and the QPS, and in doing so, has brought positive change to the service delivery provided by the organisation. She has displayed steadfast leadership in the face of adversity to promote a strong LGBTIQ+ support network for all QPS members and has subsequently provided caring support and effective mentoring to others. She has worked tirelessly to actively promote the inclusion and diversity advances of the QPS to government and non-government organisations both locally and internationally on a range of initiatives designed to positively impact LGBTIQ+ persons across Queensland.

Chief Inspector Bolderrow’s professional dedication has enhanced the professional standing of the QPS, driving forward measurable change and bridging gaps through the forging of strong partner relationships.



Detective Sergeant Stuart Andrew BUTLER

Detective Sergeant Stuart Butler commenced with the Queensland Police Service (QPS) in April 1990 and was sworn in as a police officer in November of that year. He served all his service as an operational police officer, initially as a general duties officer and the remainder of his career as a criminal investigator. He has become an experienced investigator in the area of child abuse and has played a key role in building the QPS capability to target online child sexual exploitation.



Detective Sergeant Butler has worked in general duties conducting frontline policing in the Regional Criminal Investigation Branch, and since November 2000, has dedicated his career to complex and protracted child protection investigations targeting organised and serial paedophilia. He has led state, national and international child protection operations, investigated historical institutional sexual abuse cases and performed the challenging role of covert online operative.

Detective Sergeant Butler has been recognised internationally for his work in pioneering the investigation of online child exploitation investigations, delivering capability training to multiple nations in the developing world. He has also represented the QPS at international child protection forums where he has helped foster collaborative networks across international boundaries to improve operational efficiencies in undertaking international child protection investigations. His work has led to the rescue of hundreds of victims of child sexual abuse across the world, highlighting the benefits of international cooperation to reduce the sexual exploitation of some of the most vulnerable members of the community – our children

Detective Senior Sergeant Brett Russell DEVINE

Detective Senior Sergeant Brett Devine commenced his service with the Queensland Police Service (QPS) in September 1986 and was sworn in as a police officer on in April 1987. He has served all his career as an operational police officer in Far North Queensland, serving initially as a general duties officer then the remainder of his career as an investigator in criminal investigation branches including as an officer in charge.

He is widely recognised as a mentor and supportive leader who encourages innovation by investigators under his stewardship and has been integral in the development of junior officers in the field of criminal investigation. Detective Senior Sergeant Devine is renowned as a conscientious, committed, tenacious and meticulous investigator. He has remained committed to community safety throughout his career and has a passion for working with First Nations communities.

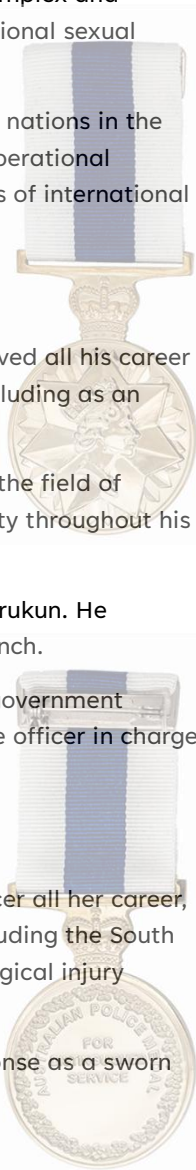
Detective Senior Sergeant Devine has been a frontline operational police officer his entire career. He has extensive policing experience throughout communities in the far north, including Aurukun. He commenced as an investigator in the Cairns Drug Squad in 1993 and achieved his detective’s appointment in 1998 whilst he was performing duties in the Cairns Criminal Investigations Branch.

Detective Senior Sergeant Devine transferred to Thursday Island in the Torres Strait where he enhanced his investigative career and become well regarded across several state and federal government agencies for his practical approach to policing and his extraordinary ability to achieve shared outcomes in a dynamic operating environment. Detective Senior Sergeant Devine has been the officer in charge of Mareeba Crime Investigations Branch since 2006.

Senior Sergeant Jacinta Maree PANNOWITZ

Senior Sergeant Jacinta Pannowitz commenced with the Queensland Police Service (QPS) in August 1993 and was sworn in as a police officer in 1998. She has served as an operational officer all her career, having served as a general duties officer, a criminal investigator, shift supervisor and as the officer in charge of the Loganholme Police Station. She has undertaken specialised projects including the South Eastern Region Wellbeing project and is currently relieving as the acting inspector of the Internal Witness Support Unit due to her significant work in supporting officers exposed to psychological injury and/or discipline processes.

Since the age of 17, she has assisted the Logan community in various capacities ranging from civilian administrative functions within the Criminal Investigation Branch (CIB), frontline response as a sworn officer and specialist investigator within the CIB, becoming the first female officer to attain the role of Officer in Charge of a station within Logan District.





Senior Sergeant Pannowitz has faced significant challenges, including a serious on-duty traffic incident in which she had to re-learn how to walk. She has been tasked with investigating and solving multiple homicides and attending a fatal house fire in which multiple adults and children perished. Most notably, affecting both her professional and personal life, she tragically attended the domestic homicide of a family member in 2019 which has had a profound and lasting impact on her as a daughter, mother, wife and police officer.

She has role modelled resilience, compassion, empathy and professionalism and has demonstrated an unwavering commitment to victims of domestic and family violence within the community whilst fundraising and advocating for victim-survivors and their children in her own time. Senior Sergeant Pannowitz is a committed mentor to others, is highly regarded by her colleagues and has actively contributed to influencing cultural change within the QPS with respect to coercive control.

Superintendent Glen Edward POINTING

Superintendent Glen Pointing commented in the Queensland Police Service (QPS) in February 1983 and was sworn in on 6 July 1984. He has served as an operational police officer for all of his service, having worked as a general duties officer, criminal investigator, patrol inspector and district officer. He quickly advanced to investigative roles as a detective and became renowned as a tenacious investigator and manager of serious criminal investigations. He was appointed as the officer in charge of the Thursday Island Criminal Investigation Branch in 1999 before moving into specialist criminal investigation squads in State Crime Command, including Homicide, as an operations leader.

Utilising his investigative and communications skills he moved into a variety of corporate functions as a project officer, human resources manager and development officer before being promoted to inspector. Constantly working to improve his capability, he moved into various district leadership roles and was instrumental in developing the Logan District's 2013 service restructure implementation.

Recognised as an exemplary police officer, investigator, corporate leader and manager, he was promoted to superintendent in 2017 and has been appointed to various district officer portfolios since that time. Superintendent Ponting has excelled in the management of policing regional, rural, and remote communities. He is highly regarded as a respectful, compassionate manager with the welfare of his staff at the forefront of his priorities, whilst working tirelessly to build partnerships, improve service delivery, and enhance community safety.

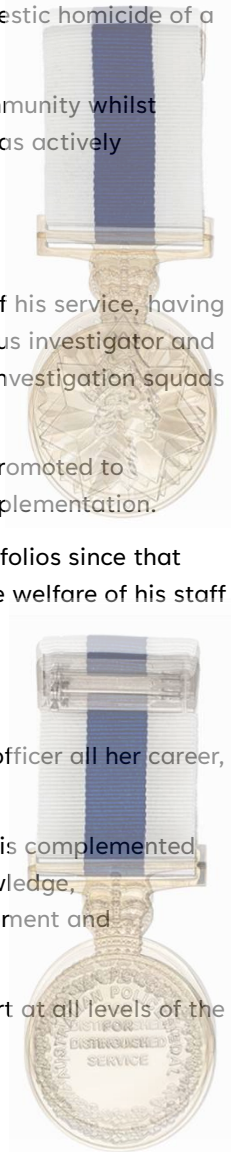
Senior Sergeant Constance Jean STEEL

Senior Sergeant Constance Steel joined the Queensland Police Service (QPS) in May 1988 and was sworn in as a police officer in December 1988. She has served as an operational police officer all her career, including as a general duties officer, support officer, shift supervisor and is currently a regional strategy and performance officer in the Northern Region.

As a leader in modern law enforcement, she embodies the personal and professional qualities sought after in today's policing landscape. Her extensive experience in operational policing is complemented by her consistently high performance in corporate and support roles within the QPS. Senior Sergeant Steel is well regarded in the Northern Region and across the broader QPS for her knowledge, professionalism, and willingness to provide support and assistance. She consistently demonstrates dedication, skill and expertise in operational policing practices, organisational improvement and professional development.

Her effectiveness in key positions spans operational, intelligence, corporate and support roles. Senior Sergeant Steel is known for her unwavering commitment to providing top-tier support at all levels of the service. Her strategic approach to organisational challenges underscores her dedication to policing the Queensland community.

Assistant Commissioner Christopher John STREAM

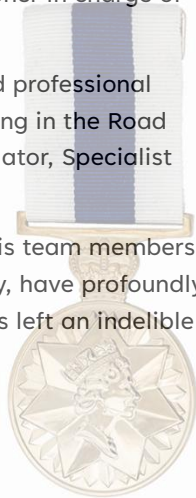




Assistant Commissioner Christopher Stream joined the Queensland Police Service (QPS) in January 1989, was sworn in as a police officer in June 1990 and has spent all of his career as an operational police officer. He has served as a mechanic, general duties officer, a public safety response officer, tactician, operations manager, assistant district officer and is currently the assistant commissioner in charge of Road Policing and Regional Support Command.

He has excelled in a wide range of policing appointments, demonstrating a high level of commitment, skill, and expertise in operational policing practices, organisational improvement, and professional development. Known for his integrity and resourcefulness in operational planning and organisational improvement, Assistant Commissioner Stream has held various leadership roles including in the Road Policing and Regional Support Command, Crime Support and Patrol Services in the North Brisbane District, the Security and Counter Terrorism Command, a Deputy District Disaster Coordinator, Specialist Emergency Response Team, and Public Safety Response Team.

Assistant Commissioner Stream's leadership style, characterised by compassion, authenticity, and adaptability, is particularly notable for his prioritisation of the well-being and safety of his team members. This approach has earned their respect and support, instilling confidence in his leadership. His efforts to implement change and innovation, focusing on partnerships, inclusion, and diversity, have profoundly impacted the Queensland community, resulting in elevated policing standards and a safer, more inclusive environment for all. His dedication to policing, road safety, and the community has left an indelible mark across his career with the QPS.



WESTERN AUSTRALIA

Commander Michael James BELL

Commander Michael Bell has dedicated 38 years of exemplary service to the Western Australia Police Force and consistently exceeded expectations across a variety of challenging roles across Western Australia. His distinguished career includes leadership positions in both metropolitan and regional police stations and detectives' offices. He has successfully led various business areas, each with unique complexities and purposes, including metropolitan, regional and remote police stations, criminal investigations, corporate projects, international peacekeeping, security operations and district stewardship.

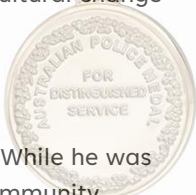
Commander Bell has set clear directions for road policing efforts in WA, leading to a reduction in serious and fatal crashes and the achievement of all key performance indicators. His efforts have enhanced service delivery, improved productivity and significantly reduced complaints, displaying his commitment to efficiency and accountability. He has played a pivotal role in the Infringement Management Reform Program, fostering strategic partnerships with key stakeholders, including the Road Safety Commission and the Department of Transport. His proactive approach ensured comprehensive engagement and stakeholder buy-in throughout the program. This facilitated the exchange of knowledge and expertise critical for its success.

The impact of Commander Bell's contributions to the WA Police Force and the community of Western Australia is profound. His strategic leadership during critical incidents, his promotion of diversity and community engagement and his innovative approaches to policing have significantly enhanced public safety and trust in law enforcement. His dedication to continuous improvement and cultural change within the WA Police Force has left a lasting positive legacy.



Detective Senior Sergeant Stephen John CLEAL

Detective Senior Sergeant Stephen Cleal has dedicated 27 years of exemplary service to the Western Australia Police Force. He has served in metropolitan, regional and detective positions. While he was serving at Port Hedland Police Station, his humanity towards the community assisted in numerous interactions allowing open and honest dialogue. This was evident with the Indigenous Community highlighting his outstanding interpersonal and communication skills.





Detective Senior Sergeant Cleal demonstrated his leadership skills in the way he has time for everyone in his workplace, making those he speaks to feel appreciated for their commitment to their work. He has excelled as a family liaison officer demonstrating exceptional professionalism, empathy, and understanding. Recognising the potential for a particular family to be sceptical of the police and the investigation of a man’s death due to the initial handling of the case, he voluntarily took on the responsibility of communicating with the family, exemplifying his leadership and foresight as the senior investigating officer. Detective Senior Sergeant Cleal was open and honest about the police’s actions and decisions and directly addressed and challenged the family’s concerns head-on. His ability to build trust in sensitive and complex situations highlights his outstanding interpersonal and communication skills.

His support was pivotal in changing one of the family member’s perceptions of the police, empowering them to become actively involved in police-related initiatives. With his assistance, they launched ‘Take 5’ training sessions, a crucial program designed to improve police–community relations, particularly with victims and witnesses of crime.

Detective Senior Sergeant Cleal’s accomplishments underscore remarkable capacity to drive meaningful change, demonstrate leadership, and effectively bridge the gap between the community and the police. He has given exemplary service and substantial contributions to public safety in Western Australia.

Inspector Jodie Lee DI LALLO

Inspector Jodie Di Lallo has dedicated 39 years of exemplary service to the Western Australia Police Force. She has served at a number of metropolitan areas including several years at the Child Abuse Unit as a specialist interviewer. Her commitment to serve, empathy, respectful engagement, and desire to bring about change, has had a profound effect on many children and adults who had been physically and sexually abused in an intrafamilial environment. Development of trust, demonstration of agency values, and proficient investigative techniques led to the successful prosecution of numerous serious offenders.

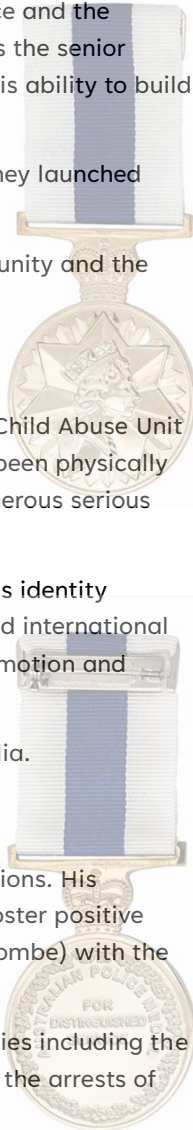
Inspector Di Lallo the implemented the Facial Recognition Capability, which provided the opportunity for the agency to provide frontline identification services, real-time analytics as well as identity protection, and was the foundation for future facial biometric initiatives within the WA Police Force. She also implemented a WA Police Force Covert Re-Assimilation Program which reflected international best practice, ensured continued risk assessment and provided a high-level duty of care toward covert operatives. Her commitment to implement a more efficient system for recruiting, promotion and deployment of agency resources has resulted in a more transparent and understandable system.

Inspector Di Lallo has consistently demonstrated excellence in policing, unwavering integrity, and dedication and commitment to the WA Police Force and the community of Western Australia.

Detective Superintendent John Andrew HUTCHISON

Detective Superintendent John Hutchison has dedicated 38 years of exemplary service to the Western Australia Police Force, serving in general duties, regional service and in detective locations. His leadership was instrumental in establishing the WA Police Force Under Cover Police Unit as a national benchmark in covert policing and methodology. His ability to lead, collaborate, and foster positive working relationships with other law enforcement agencies resulted in significant breakthroughs in several unsolved homicide cases, including Op VISTA (cold case homicide of Daniel Morcombe) with the Queensland Police Service and Operation SAMBURU (high profile domestic homicide of Carlie Sinclair) with the Northern Territory Police Force.

Detective Superintendent Hutchison led to the dismantling of one of Australia’s biggest drug seizures, Operation Beech, involving multiple national and international law enforcement agencies including the United States of America Drug Enforcement Administration (DEA). This resulted in long term secondments for WA Police Force investigators working with DEA. His leadership has resulted in the arrests of drug cartels in Africa, the United Kingdom and Mexico.





Detective Superintendent Hutchison acted as a WA Police Force representative and liaison point for multiple transnational serious organised crime working groups, with national and international law enforcement agencies, including having previously chaired Taskforce Vitreus (preventing and disrupting drug supply chains across Australia and internationally, and contributing to legislative reforms) and Taskforce Athena (addressing high-risk firearms and coordinating national and international efforts to combat their threat in Australia and New Zealand).

His innovative approaches and ability to lead complex investigations and foster collaborative relationships have profoundly impacted law enforcement in WA and beyond. He has provided exemplary service and substantial contributions to public safety.

SOUTH AUSTRALIA

Senior Sergeant First Class Sandra Joy DALY

Senior Sergeant First Class Sandra Daly has been an inspirational leader within the intelligence portfolio for the majority of her distinguished 43-year policing career. Very early in her police service she had a strong focus on both operational and strategic intelligence assessments, and since then she has led intelligence teams and influenced investigations to successful conclusions which have positively impacted major crimes and general crime rates.

Senior Sergeant First Class Daly has been at the forefront of establishing new practices, systems and team structures to ensure South Australia Police (SAPOL) continues to focus their operations on required areas and achieve desired outcomes in the most efficient way. She is renowned for her strong work ethic and enthusiasm, which has been integral to regularly making key contributions to crime trend analysis, leading to better resource deployments. This has also resulted in improved levels of understanding of criminal activity within South Australia, leading to greater crime reductions and overall improved community confidence and satisfaction.

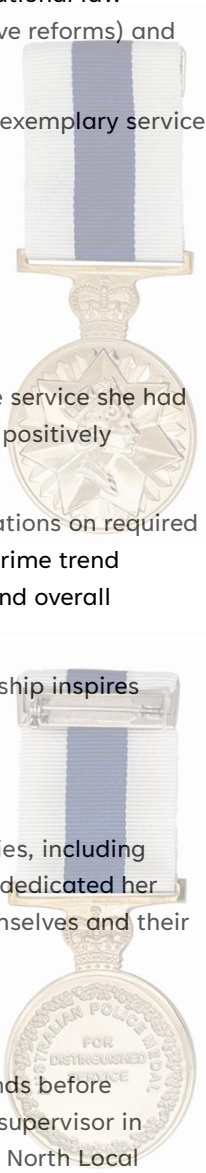
Senior Sergeant First Class Daly is always looking to assist others and is regularly sought by areas across SAPOL and other community groups for her knowledge and experience. Her leadership inspires others which is highly evident from the commitment of those that she works with and the continual requests from those wanting development opportunities within her area.

Senior Constable Lynette Anne GIBSON

Senior Constable Lynette Gibson joined South Australia Police in 1997, commencing her career in metropolitan Adelaide. She has spent the past 26 years policing remote regional communities, including Ceduna and Peterborough. In 2008, she became the child and family intervention officer in the Anangu community in the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands, where she has dedicated her time and policing experience for the past 16 years. During this time, she has inspired women and children to talk about domestic abuse and educated the community about respecting themselves and their family environment.

Superintendent Mark Christopher SYRUS

Superintendent Mark Syrus joined South Australia Police in 1980, initially performing general duties roles at Port Augusta Police Station and Anangu Pitjantjatjara Yankunytjatjara (APY) Lands before becoming the Officer in Charge of Andamooka Police Station. In 1989, he joined Special Tasks and Rescue (STAR) Operations, serving with distinction as a team operative, police diver and supervisor in numerous complex, significant and hazardous incidents over a 12-year period. He was promoted to Sergeant within STAR Operations and then Inspector in 2005, when he transferred to Far North Local Service Area (LSA).





In 2014 Superintendent Syrus returned to STAR Operations as the officer in charge, where he represented South Australia Police (SAPOL) on a national level and was appointed as the national deputy of Counter Terrorist Operations for the Australia-New Zealand Counter-Terrorism Committee. Promoted to Chief Inspector in 2016, he excelled as Officer in Charge of the Communication Centre where he was integral to the successful implementation of the Communications Support Model which established the Investigation Support Desk and State Crime Assessment Centre.

In 2019 he was promoted to Superintendent as the Officer in Charge of Yorke Mid North LSA where he continues to provide leadership to 140 staff across 32 outstations. In this role he was instrumental in providing support and leadership during the COVID-19 pandemic, particularly regarding cross-border complexities. Superintendent Syrus has a strong community connection through his 28-year involvement with Operation Flinders where he has provided leadership and guidance to countless young people, helping them to build engagement, resilience and wellbeing.

Superintendent Syrus has a people-first approach to his staff and has developed a strong reputation over his distinguished 43-year operational career for his professionalism, frontline and strategic leadership ability with a focus on training, mentoring and succession planning.



TASMANIA

Inspector Brenda Louise ORR

Joining Tasmania Police in 2000, Inspector Brenda Orr was promoted to the rank of Inspector in July 2020, having performed several operational and strategic roles across Tasmania Police. This includes frontline uniform policing, overseeing the professional development of members at the Police Academy, and a particularly strong career as a police prosecutor.

As a commissioned police officer, Inspector Orr has undertaken a leadership role within the Project Management Office and more recently within Southern Regional Prosecution Services. With a strong legal background, Inspector Orr is highly regarded for her experience as a prosecutor, having served in Prosecution Services in both Southern and Western Districts.

In her time with the Project Management Office, Inspector Orr made significant progress in several key Department of Police, Fire and Emergency Management initiatives. She led the development of Project Pantheon (legislative and technological change), NCIS (National Criminal Intelligence System), Catton (video interview machines) and the Axon Communities Upload project for the ‘Enough is Enough’ road safety campaign.

Inspector Orr also facilitated cross-agency change in the governance and focus of Justice Connect and the Magistrates Court Bill, and in 2020 (before being promoted to the rank of Inspector) was appointed to a leadership role in the State Control Centre as part of Tasmania Police’s response to the COVID-19 pandemic.

She has demonstrated a strong ability to align strategic insight with operational activities, while clearly focusing on the resulting impacts for frontline police. Inspector Orr is well regarded by her colleagues and has always looked for opportunities for improvement in the workplaces she has led, both from an organisational and workplace specific perspective.



Inspector Matthew Peter RICHMAN

Inspector Matthew Richman has had an extensive career with Tasmania Police, joining the organisation in 1984. Over his 40-year career, he has held several key operational and frontline roles, demonstrating his commitment and service to the community.



Working across Devonport, Queenstown, Professional Standards, Business Project Services, Fraud Investigation and Wellbeing Support areas, his contributions to Tasmania Police and the broader community have been significant and enduring.

Inspector Richman led a body of work widely recognised as a leading example of contemporary police internal investigations, and was pivotal in the introduction of the University of Tasmania's Tasmanian Institute of Law Enforcement Studies (TILES).

He currently serves as the director of Wellbeing Support, a role he has held since its inception in August 2019. The unit is nation-leading in the support it provides to emergency services personnel, including Tasmania Police, Tasmania Fire Service, State Emergency Service, and Ambulance Tasmania.

Inspector Richman's interest in this area is long standing, having led the critical incident stress management response for all emergency service personnel who were involved in the 1996 Port Arthur massacre.

Inspector Richman is highly respected by officers at all levels and is known for his genuine care for members, consistently seeking positive outcomes for their wellbeing. His leadership has been crucial in developing and implementing key initiatives, such as MyPulse, the Critical Incident Stress Management Program, clinical psychological services, mental health and wellbeing checks and the introduction of wellbeing support officers.

His leadership, innovation, and commitment to the wellbeing of his colleagues and the community exemplify the highest standards of public service. His work has had a profound and lasting impact, setting a benchmark for future initiatives within Tasmania Police.



NORTHERN TERRITORY

Senior Sergeant Stefan Vilhelm HEROLD

Senior Sergeant Stefan Herold's exceptional career in the Northern Territory Police (NTP) spans over 42 years, marked by distinguished service in urban, remote and specialist areas. Joining the NTP in March 1982, Senior Sergeant Herold has been an integral part of the police, serving in multiple capacities including general duties, traffic, marine and fisheries enforcement, tactical response group, firearms, forensic, water police, counter terrorism, emergency management, and the Territory security services.

His leadership has been particularly noteworthy in the Territory security section from 2021 to 2024. He has displayed outstanding management skills supporting capability development, exercise management and coordination response in support of critical incidents, natural disasters, and police operations. Senior Sergeant Herold has consistently demonstrated professionalism, ensuring the safety and security of the community through meticulous planning, coordination, and communication with both internal and external stakeholders. His ability to convey crucial information effectively to senior executives has been instrumental in shaping security and counter-terrorism strategies.

Throughout his career, Senior Sergeant Herold has shown a remarkable capacity for adapting to change, embracing diversity, and fostering an inclusive work environment. He demonstrated his commitment when joining the newly created NT Police Counter Terrorism Security Coordination Unit in 2004 and then being appointed the first officer in charge of the expanded Security and Emergency Coordination Section in 2010. Senior Sergeant Herold has increased responsibility for counter terrorism and emergency management coordination, security intelligence and major event planning, highlights his forward-thinking approach and dedication to community safety.





His contributions to maritime safety as officer in charge of the Water Police section further exemplify his commitment to service. Here he was responsible for maritime search and rescue operations, fisheries enforcement, including Indigenous Sea Ranger training, and maritime border security during the COVID-19 public health emergency.

Senior Sergeant Herold's career is a testament to his unwavering dedication, leadership, and courage. His extensive experience and contributions to the community highlight his lifetime of service and excellence in policing.

Senior Constable Ian John SPILSBURY

Senior Constable Ian Spilsbury's career with the Northern Territory Police (NTP) exemplifies dedication and excellence in forensic science. Since joining the NTP in January 1995, and transferring to the Forensic Science Branch in 1999, Senior Principal Examiner Spilsbury has been a pillar of expertise and leadership in the Southern region. His commitment to forensic science has seen him progress through the ranks, earning qualification as a principal examiner in 2011 and taking on the role of team leader for the Alice Springs Crime Scene Examination Unit in 2013.

Senior Constable Spilsbury's leadership extends across a vast and challenging region, where he mentors and guides a team of five officers in responding to incidents from Elliott to the South Australian border. His work ethic is unparalleled, often involving long hours, extensive travel, and work in remote areas with limited resources. His dedication to his discipline is evident not only in his daily responsibilities but also in his role as the bomb scene examination capability manager for the NTP, where he represents the force nationally and contributes to disaster victim identification.

Over his career, he has received multiple accolades for his contributions. His work was pivotal in the successful prosecution of a man who murdered an English backpacker. He has also been recognised for his involvement in high-profile investigations and his contributions to disaster response efforts, such as the Black Saturday bushfires. His recent work in identifying evidence that led to the rapid arrest of a sexual assault suspect in 2019 further highlights his impact. Senior Constable Spilsbury's unwavering dedication, expertise, and willingness to mentor others have made him an invaluable asset to the NTP and a respected figure in the field of forensic science.



THE KING'S BIRTHDAY HONOURS LIST ~ JUNE 2025

FEDERAL

Assistant Commissioner Peter Barrington CROZIER

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





Assistant Commissioner Crozier has been and continues to be instrumental in deepening Australia’s longstanding policing partnerships across the AFP’s international network. Since 2015 he has been the AFP’s senior officer leading the AFP commitment to the investigation of the downing of Malaysia Airlines flight MH17, also known as Operation Arew. He has excelled in liaising with the Department of Foreign Affairs and Trade and with the Netherlands law enforcement and prosecution partners throughout the investigation and prosecution processes.

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

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

Detective Leading Senior Constable Kylie Andrea HEMIAK

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

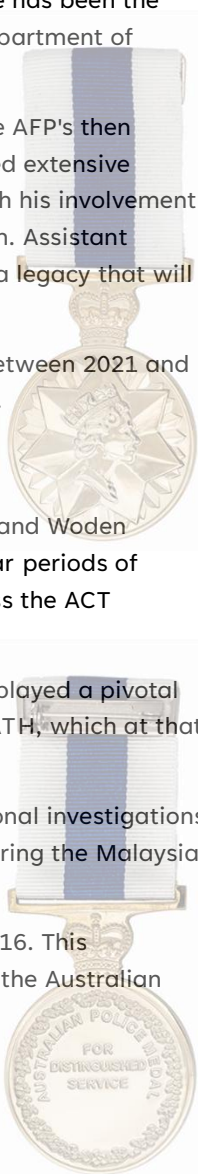
Detective Leading Senior Constable Hemiak went on to undertake investigative duties across several crime types, such as in counter terrorism (CT) and Italian organised crime. She further played a pivotal role as the AFP representative working with INTERPOL I-CAN to produce an online training module on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

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

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

NEW SOUTH WALES

Inspector Charles Francis AGIUS



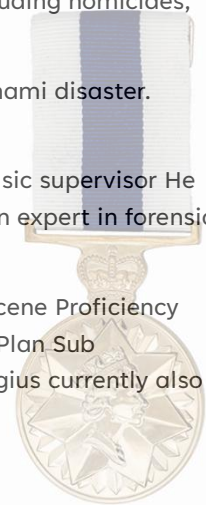


Inspector Charles Agius joined the NSW Police Force (NSWPF) on 3 February 1998 and was stationed at Fairfield Police Station. In 2000 Inspector Agius conducted duties as a local fingerprint gatherer at Fairfield Police Station before transferring into full time forensics at Penrith Police Station in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

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

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

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



Inspector Andrew James BRADY

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

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

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



Detective Chief Inspector Sotirios COURCOULOS

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



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

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

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

Detective Superintendent Matthew Ross CRAFT

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

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

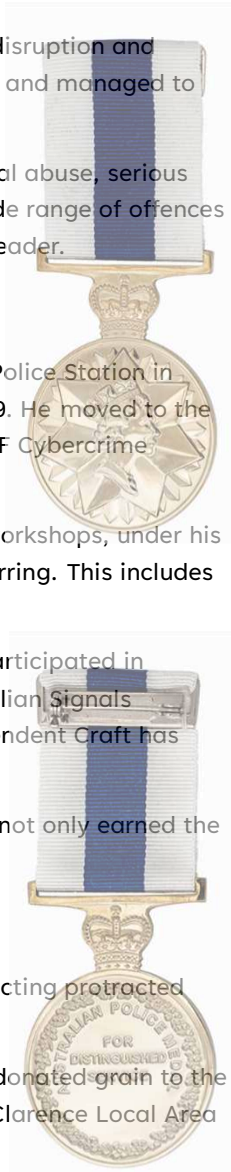
Detective Superintendent Craft's innovation in the cyber space has enhanced the NSWPF's ability to detect, analyse, and respond to cyber threats. He navigated complex legalities and participated in sensitive briefings while fostering working relationships with relevant stakeholders, including global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

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

Superintendent Shane Paul CRIBB

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

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





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

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

Superintendent Paul Raymond DUNSTAN

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

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

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

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

Detective Inspector Mardi Ann FORSYTH

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

For 10 years Detective Inspector Forsyth has been involved in the complex and challenging field of terrorism investigations that present the most extreme level of risk, carry high levels of scrutiny and are subject to significant public interest. Detective Inspector Forsyth played a leading role within NSWPF including the broader Australia-New Zealand Counter-Terrorism Committee (ANZCTC) framework





supporting training and development for investigators. Detective Inspector Forsyth started as the case officer and transitioned to the senior investigating officer on Operation PEQIN 2015 which involved the murder of a NSWPF employee outside NSW Police Headquarters. She led a team putting those responsible before the courts and securing convictions.

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

Sergeant Sean Barry MCDOWELL

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

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

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

Detective Sergeant Craig Arthur RYAN

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

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

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

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





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

VICTORIA

Superintendent Gregory James BARRAS

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

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

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

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

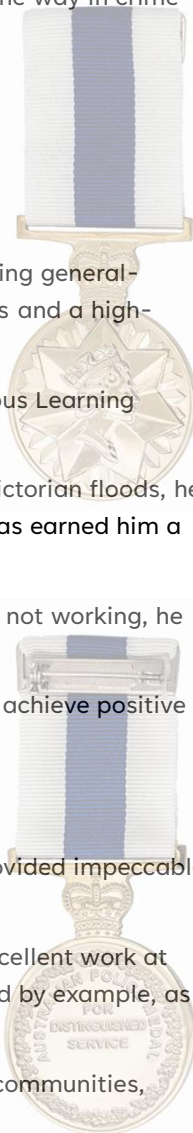
Superintendent Barras is a valued and respected public sector leader with a focus on the people he serves. His work ethic, collaborative efforts, and ability to influence those around him to achieve positive results in often challenging environments that enhance the reputation of Victoria Police is commendable.

Superintendent Sharon Maree MCCRORY

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

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

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





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

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

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

Sergeant Joanna Maree PARISSIS

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

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

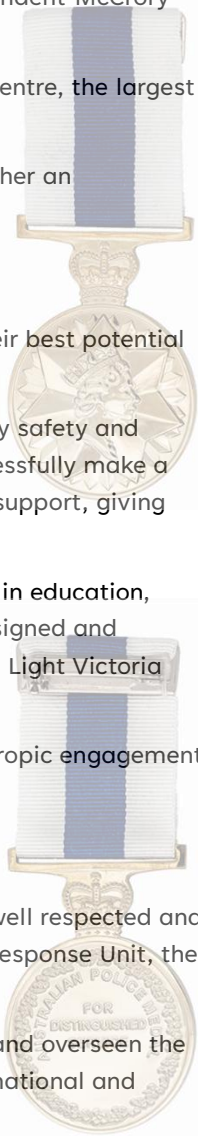
Sergeant Parissis recognised that a collaborative approach to supporting young people in the community enables better outcomes and she has built a strong cohort of community partners in education, employment, business, and volunteers to support young people in the community. This is reflected in the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

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

Senior Sergeant Helmut PIMPERL

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

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





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

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

Inspector Lisa Jane PRENTICE-EVANS

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

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

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

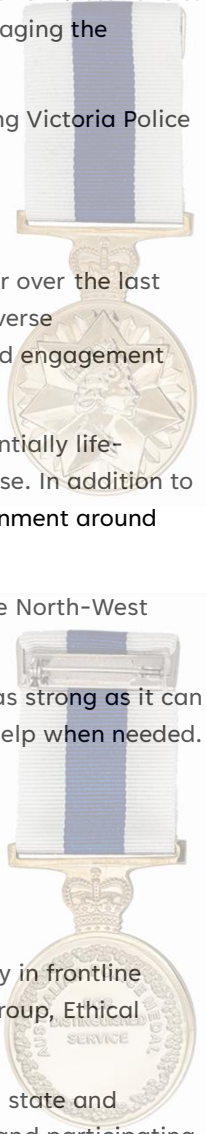
Every judgement Inspector Prentice-Evans makes has her people at the heart of it. She goes above and beyond the requirements of her role to assist her staff and ensure their wellbeing is as strong as it can be. An example of this is her work to support and grow the annual WalktoTalk event which aims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

QUEENSLAND

Inspector Peter Daniel DOYLE

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

Since 2018, he has been the operations manager of the Security Advisory Unit, responsible for developing and implementing security and counter-terrorism arrangements at organisational, state and national levels. His key responsibilities include providing high-level advice on national security matters, coordinating support to the Queensland Security and Counter Terrorism Committee and participating





in the Australia-New Zealand Counter-Terrorism Committee. He has demonstrated outstanding commitment to QPS and the Queensland community through the provision of high-level advice, support, coordination and delivery of services that enhance strategic and operational policing, and community safety outcomes.

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

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

Senior Sergeant Ewan Gordon FINDLATER

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

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

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

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

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

Senior Sergeant Kirsty Maree GLEESON

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

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





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

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

Detective Inspector Christopher Paul KNIGHT

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

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

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

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

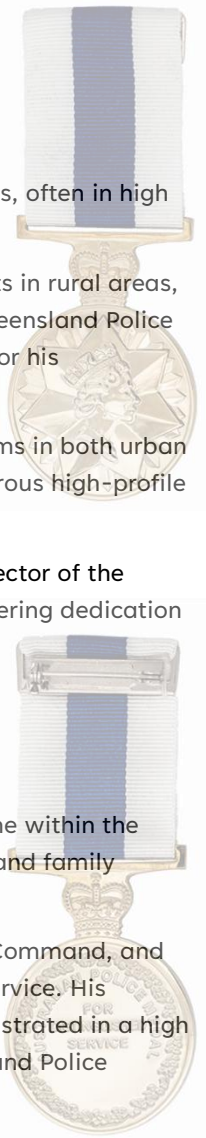
Detective Inspector David Jeffrey NIXON

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

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

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

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





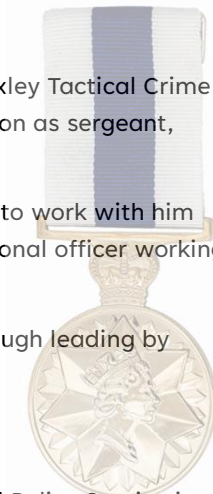
Sergeant David John REID

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

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

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

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



Sergeant Sarah-Jane TULACZ

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

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

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

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



WESTERN AUSTRALIA

Commander Martin HAIME

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



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

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

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

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

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

Detective Senior Sergeant Gregory Alan MCDONALD

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

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

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

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

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

Senior Aboriginal Police Liaison Officer Ian Jeffery TULLOCK





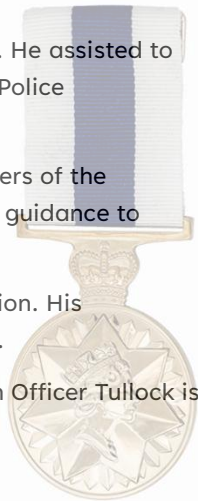
Senior Aboriginal Police Liaison Officer Ian Tullock joined the Western Australia Police Force (WA Police) as a police aide in 1978 and commenced his first posting in Port Hedland Police Station until 1987, when he transferred to the South Hedland Police Station.

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

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

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

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



Detective Senior Sergeant Katharine Ann VENN

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

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

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

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



[SOUTH AUSTRALIA](#)



Detective Senior Sergeant Rebecca Lee HUGHES

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

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

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



Assistant Commissioner Ian Edward PARROTT

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

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

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

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

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



Superintendent Craig Stephen WALL



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

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

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

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



TASMANIA

Commander Stephen Maxwell BURK

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

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

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

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

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



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

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

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

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

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



POLICE ODE

*As the sun surely sets.
Dawn will see it arise.
For service above self
Demands its own prize.*

*You have fought the good fight.
Life's race has been run.
And peace your reward.
For eternity begun.*

*And we that are left
Shall never forget.
Rest in peace friend and colleague.
For the sun has now set.*

We will remember.

Hasten the dawn.



Vale **CONSTABLE KEITH ANTHONY SMITH**
TASMANIA POLICE

Constable Keith Anthony Smith was the officer tragically shot and killed in the state's North-West on Monday, 16 June 2025.

Constable Smith was a highly respected member of Tasmania Police, admired by his colleagues for his dedication, professionalism, and service over a distinguished 25-year career.

He joined Tasmania Police on 25 September 2000, graduating on 11 May 2001 as part of Course 3/2000. Over the years, he served in various roles across the Northern District, including the Northern Crime Management Unit and Ulverstone uniform. He was also a passionate cyclist, participating in the 2011 Charity Trust bike ride.

Constable Smith's commitment was recognised through several honours, including the Commissioner's Medal in 2011, the 20-year clasp in 2021, and the National Police Service Medal in 2016.

We extend our deepest condolences to Constable Smith's family, friends, colleagues, and community.

We will remember.