



## Appointment: Chief Executive, National Emergency Management Agency

**Date:** 2 August 2021                      **Security Level:** IN CONFIDENCE  
**Report No:** 2021/0203  
**Contact:** Erik Koed, Deputy Commissioner, System and Agency Performance  
**Telephone:** 9(2)(a) privacy

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	<b>Actions Sought</b>	<b>Due Date</b>
<b>Hon Chris Hipkins, Minister for the Public Service</b>	Sign and lodge the attached Cabinet Appointments and Honours Committee (APH) papers	<b>5 August 2021</b>

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Enclosure: Yes

### Executive Summary

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- 1 The Deputy Public Service Commissioner intends to appoint Mr Arthur David Gawn as Chief Executive, National Emergency Management Agency.
- 2 The Appropriate Minister, Hon Kris Faafoi, has been briefed and is supportive of the proposal to appoint Mr Gawn to the role.
- 3 In accordance with schedule 7 clause 7 of the Public Service Act 2020, the Deputy Public Service Commissioner is required to consult with you and the Prime Minister before finalising the terms and conditions of employment for Mr Gawn. Your office will receive a letter that details the relevant terms and conditions for Mr Gawn.

### Recommended Action

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We recommend that you:

- a **sign and lodge** the attached APH paper regarding the appointment of Mr Arthur David Gawn as Chief Executive, National Emergency Management Agency, for consideration by APH on 11 August 2021.

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Office of the Minister for the Public Service

Chair  
Cabinet Appointments and Honours Committee

**Appointment: Chief Executive, National Emergency Management Agency**

- 1 The Deputy Public Service Commissioner has forwarded to me, as the Minister for the Public Service, a recommendation for the appointment of Arthur David Gawn MBE to the position of Chief Executive, National Emergency Management Agency, under schedule 7 clause 3(1) of the Public Service Act 2020 (the Act).
- 2 I now submit the Deputy Public Service Commissioner's recommendation, attached under this coversheet, to the Cabinet Appointments and Honours Committee for consideration and referral to the Governor-General in Council, via Cabinet.
- 3 The Responsible Minister and I have been consulted by the Deputy Public Service Commissioner about this appointment.
- 4 The Deputy Public Service Commissioner will consult the Prime Minister and I before finalising conditions of employment for Arthur David Gawn, including their term of appointment, as required under schedule 7 clause 7(1) of the Act.

**Recommendations**

- 5 I recommend that Cabinet:
  - 1 **accept** the recommendation of the Deputy Public Service Commissioner to appoint Arthur David Gawn to the position of Chief Executive, National Emergency Management Agency;
  - 2 **refer** the recommendation and the attached curriculum vitae to the Governor-General in Council;
  - 3 **note** that the Deputy Public Service Commissioner is consulting with the Prime Minister and the Minister for the Public Service before finalising terms and conditions of employment with Arthur David Gawn;
  - 4 **note** that under the Act, the Deputy Public Service Commissioner is required to publicly announce appointments; and
  - 5 **note** that, subject to the Governor-General's acceptance of the Deputy Public Service Commissioner's recommendation, the Deputy Public Service Commissioner intends to:
    - 5.1 publicly announce the appointment of Arthur David Gawn in the New Zealand Gazette; and
    - 5.2 proactively release associated documents on Te Kawa Mataaho Public Service Commission's website.



Hon Chris Hipkins

**Minister for the Public Service**

2 / 8 / 2021

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2 August 2021

Hon Chris Hipkins

Minister for the Public Service

**Appointment: Chief Executive, National Emergency Management Agency**

***Proposal***

- 1 I recommend that Arthur David Gawn MBE be appointed to the position of Chief Executive, National Emergency Management Agency (NEMA) for a five-year term.
- 2 Mr Gawn is currently the Chief Executive of the Pike River Recovery Agency, a role he has held since 31 January 2018. Prior to this, Mr Gawn was the Head of Mission and Chief of Staff UNTSO at the United Nations. Before that role, Mr Gawn was Chief of Army in the New Zealand Defence Force.
- 3 Mr Gawn is a proven senior leader whose career has provided him with extensive experience of managing and leading organisations, mitigating risk – including operating in hazardous environments – and delivering priorities, both internationally and in Aotearoa New Zealand.
- 4 He has a collaborative leadership style, is a skilled communicator, and brings a clear, structured and well-planned focus to delivery. His judgment and decision-making within complex settings are hallmarks of his leadership career.
- 5 I consider that Mr Gawn has the necessary skills and experience to successfully lead the National Emergency Management Agency. A copy of his summarised curriculum vitae is attached.
- 6 I propose that you forward my recommendation to Cabinet for referral to the Governor-General in Council. A warrant for execution by the Governor-General is attached.

***Background***

- 7 On 1 September 2021, a vacancy will be created in the Chief Executive, NEMA role when the Acting Chief Executive, Ms Carolyn Schwalger finishes her term.
- 8 NEMA is the Government's lead for emergency management. It provides national leadership to Aotearoa New Zealand's distributed emergency management system. As a departmental agency, NEMA is an operationally autonomous agency within its host agency, the Department of the Prime Minister and Cabinet (DPMC).

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- 9 NEMA's key functions are as steward, operator and assurer of the emergency management system:
  - 9.1 As steward, the provision of strategic leadership for risk reduction, readiness, response and recovery activities, and building emergency management capability and capacity;
  - 9.2 As operator, leading or supporting the response to and recovery from emergencies, while also supporting the operation of the emergency management system; and
  - 9.3 As assurer, providing assurance that the emergency management system is fit for purpose.
- 10 NEMA also administers the duties set out in the Civil Defence Emergency Management Act 2002.

### ***Requirements of the Position***

- 11 To achieve NEMA's purpose, the Chief Executive must provide strong, national leadership to enhance the emergency management system. That system reduces the impact of natural disasters and other emergencies on people, communities, property, critical infrastructure, the economy and the environment.
- 12 The Chief Executive is responsible for ensuring the effective delivery of NEMA's functions, including:
  - Leading, enabling, and guiding responses to, and recovery from, emergencies;
  - Providing proactive and collaborative leadership to Aotearoa New Zealand's emergency management system including the Civil Defence system;
  - Building and maintaining the system's capability and capacity for emergency management;
  - Providing high quality policy advice to the Government on the emergency management system, its performance and capability, and delivering on Government priorities for emergency management;
  - Establishing and maintaining effective working relationships with chief executive colleagues and Ministers;
  - Working with and supporting Māori and Māori organisations as the Crown's Treaty partner in relation to emergency management;
  - Working with and supporting emergency service organisations, central and local government agencies to ensure responses to and recoveries from emergencies are effective and integrated; and
  - Providing assurance to the public about the performance and capability across the emergency management system.
- 13 The position description was considered by the Cabinet Appointment and Honours Committee on 2 December 2020 and confirmed as the basis for recruitment to the role [APH-20-MIN-0194].

### ***Selection Process***

- 14 I have undertaken a recruitment and assessment process for the Chief Executive role.

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- 15 The appointment process was run in accordance with the requirements under schedule 7 clause 3 of the Public Service Act 2020.
- 16 The vacancy was advertised online from 22 January 2021. Applications closed on 21 February 2021.
- 17 Six candidates applied for the position. 9(2)(a) privacy progressed to panel interviews.
- 18 Shortlisted candidates were interviewed on Wednesday, 14 April 2021 by a panel comprised of:
  - Ms Helene Quilter QSO, Deputy Public Service Commissioner;
  - Mr Brook Barrington, Secretary of the Department of the Prime Minister and Cabinet, and Chief Executive of the host agency;
  - Ms Debbie Power, Secretary for Social Development;
  - Mr Rhys Jones CNZM, Chief Executive, Fire and Emergency New Zealand;
  - Mr Chappie Te Kani, Commission employee and Kaihautū; and
  - Ms Tania Kura, Deputy Commissioner, New Zealand Police.
- 19 On Friday, 23 April 2021, myself and Police Commissioner Andrew Coster met with the interviewed candidates for further discussion.

***Recommended Appointee***

- 20 I recommend the appointment of Mr Gawn to the position of Chief Executive, NEMA for a five-year term.
- 21 Mr Gawn has been Chief Executive of Pike River Recovery Agency since 2018. On stepping into this role, he set up the Agency – including appointing key staff; establishing a work programme; engaging stakeholders and Ministers; and commencing operations – and has since led the successful recovery effort.
- 22 As a current Public Service chief executive Mr Gawn brings extensive experience in managing and mitigating risk, including operations in sensitive and high-risk environments. Mr Gawn is resilient, calm and composed. He has been tested and proven capable in a range of contexts internationally and across sectors. He is well known to his Public Service chief executive colleagues and respected as a sophisticated operator.
- 23 Current and previous roles have required Mr Gawn to collaborate within and across large, complex organisations, and engage with a broad range of key stakeholders including political, community, and other public sector chief executives.
- 24 Previous roles have given him exposure to the emergency management system, and Mr Gawn has a grounded appreciation of its challenges, vulnerabilities and opportunities. He is ambitious and optimistic about the strategic leadership role NEMA can take in Aotearoa New Zealand's emergency management system.
- 25 I completed a comprehensive vetting and reference check process for Mr Gawn. Reference checks were undertaken with referees that Mr Gawn provided, as well as referees not

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provided by Mr Gawn. Referees included direct reports, line managers, and peers from the sector. All referees agreed Mr Gawn is ready for the role and would perform well as Chief Executive, NEMA for New Zealand.

- 26 Referees regard Mr Gawn as being a highly respected, sophisticated leader who uses a collegial and consultative working style to manage complex and high hazard environments. He takes a measured approach and engages respectfully and effectively with stakeholders. Referees described Mr Gawn as unflappable and calm under pressure. He was also described as approachable and inclusive. There were no issues of integrity or credibility raised by any of the referees.
- 27 Mr Gawn holds a Master of Strategic Studies from Deakin University, Australia.
- 28 In summary, I am of the view that David Arthur Gawn MBE meets the requirements outlined in the attached position description.

### **Conditions of Employment**

- 29 I have consulted with the Acting Minister for Emergency Management about the proposed appointment and they are supportive of the proposal.
- 30 In accordance with schedule 7, clause 7(1) of the Public Service Act 2020, I will consult with you and the Prime Minister before finalising the terms and conditions of employment for Mr Gawn, including the proposed five-year term of appointment.
- 31 The Chief Executive of NEMA must be able to obtain and maintain a Top Secret security clearance. Mr Gawn holds 9(2)(a) privacy [REDACTED].

### **Publicity**

- 32 Subject to the Governor-General's acceptance of my recommendation, I intend to publicly announce the appointment of Mr Gawn on 17 August 2021.
- 33 It is also my intention to publicly release associated documents, including this paper, on the Te Kawa Mataaho Public Service Commission's website, as is our standard practice for Chief Executive appointment recommendations. The documents will have any necessary redactions in accordance with the Official Information Act 1982. You will be consulted on the communications plan and material to be released.

### **Recommendations**

- 34 I recommend that you:
- 1 **forward** my recommendation to appoint Arthur David Gawn MBE to the position of Chief Executive, National Emergency Management Agency, to the Cabinet Appointments and Honours Committee for referral to the Governor-General in Council;
  - 2 **note** that a warrant for appointment is attached for execution by the Governor-General in due course;

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- 3 **note** that I will consult with the Prime Minister and you, as Minister for the Public Service, before finalising terms and conditions of employment for Mr Gawn, including his term of appointment;
- 4 **note** that Mr Gawn's employment is subject to him maintaining a Top Secret security clearance;
- 5 **note** that, subject to the Governor-General's acceptance of my recommendation, I intend to:
  - 5.1 publicly announce the appointment of Mr Gawn on Tuesday, 17 August 2021; and
  - 5.2 proactively release associated documents on the Te Kawa Mataaho Public Service Commission's website.



Helene Quilter  
Te Pou Turuki mō Te Kawa Mataaho  
Deputy Public Service Commissioner

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## In Executive Council

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*Her Excellency the Governor-General is recommended to*

Accept the recommendation of the Deputy Public Service Commissioner that

**Arthur David Gawn**

be appointed, pursuant to schedule 7 clause 3 of the Public Service Act 2020,  
as the Chief Executive, National Emergency Management Agency

A blue ink signature of Hon Chris Hipkins.

Hon Chris Hipkins  
Minister for the Public Service

*Approved in Council*

A blue ink signature of Patsy Reddy.  
A blue ink signature of Michael Webster.

*Clerk of the Executive Council*

Date: 16 August 2021



**Te Kāwanatanga o Aotearoa**  
New Zealand Government

## The New Zealand Public Service

Mahi tōpū ai te Ratonga Tūmatanui e whai tikanga ai te noho a ngā tāngata o Aotearoa. Hei tā te Public Service Act ko te whāinga o te Ratonga Tūmatanui, he tautoko i te kāwanatanga e whai ture ana, e whai ana hoki i te manaporitanga; he tuku kia whakawhanake, kia whakatinana hoki te Kāwanatanga o te wā me ō muri atu i ā rātou kaupapa here, he tuku i ngā ratonga tūmatanui e kairangi ana, e nahanaha ana hoki, he tautoko i te Kāwanatanga ki te whai i ngā painga mō te iwi kei te pae tawhiti, he huawaere i te āta whai wāhitanga o te kirirarau, he whakatutuki hoki i ngā mahi i runga i tā te ture i whakahau ai. E hirahira ana te wāhi ki a mātou i te tautokohanga o te Karauna i ana hononga ki ngā iwi Māori i raro i te Tiriti o Waitangi. Ahakoa he nui ngā momo tūranga mahi, e tapatahi ana ngā kaimahi tūmatanui i roto i te whakaaro nui ki te hāpai i ngā hapori, ka mutu, e arahina ana ā mātou mahi e ngā mātāpono matua me ngā uara o te Ratonga Tūmatanui.

The Public Service works collectively to make a meaningful difference for New Zealanders.

The Public Service Act states that the purpose of the Public Service is to support constitutional and democratic government, enable both the current Government and successive governments to develop and implement their policies, deliver high-quality and efficient public services, support the Government to pursue the long-term public interest, facilitate active citizenship and act in accordance with the law. We have an important role in supporting the Crown in its relationships with Māori under te Tiriti o Waitangi and the Treaty of Waitangi. Whilst there are many diverse roles, all public servants are unified by a spirit of service to the community and guided by the core principles and values of the Public Service in our work.

# He Whakamārama mō te Tūranga Position Description



**Te Kawa Mataaho**  
Public Service Commission



**National Emergency  
Management Agency**  
Te Rākau Whakamarumarū

**Te Tūranga | Position**      **Te Tumu Whakahaere | Chief Executive**

**Te pokapū | Agency**      **Te Rākau Whakamarumarū | National Emergency Management Agency**

## Te whāinga o te tūranga | Position purpose

The National Emergency Management Agency (NEMA) provides national leadership to Aotearoa New Zealand's distributed emergency management system. To achieve NEMA's purpose, the Chief Executive must provide strong, national leadership to create, maintain and develop an emergency management system that reduces the impact of natural disasters and other emergencies on people, communities, property, critical infrastructure, the economy and the environment. As a departmental agency, NEMA is an operationally autonomous agency within its host agency, the Department of the Prime Minister and Cabinet (DPMC).

The Chief Executive, is responsible for ensuring the effective delivery of NEMA's functions including:

- Providing proactive and professional leadership of Aotearoa New Zealand's emergency management system and exerting their influence in a cohesive and co-ordinated way; achieving results through collaboration
- Building and maintaining the capability and capacity for emergency management across the 4Rs - risk reduction, readiness, response, and recovery
- Providing advice to the Government on the emergency management system, its performance, and its capability, including for the current review of the Civil Defence Emergency Management Act 2002
- Ensuring effective delivery of the Emergency Management Sector Reform programme taking account of the Public Inquiry into the Earthquake Commission, the Government's response to recommendations arising from the Royal Commission into the Attacks on the Christchurch Mosques, other post emergency reviews, and the review of the post 1 year review of NEMA led by DPMC
- Continuing to build the internal culture and resource base of NEMA, as the transition from MCDEM to NEMA continues
- Lifting and enabling the performance of the system through activities such as setting and enforcing standards and post-emergency review
- Realising the full potential of data as a system asset in preparedness, response and recovery, including focussing on approaches to build and sustain public trust and confidence in how data is collected and shared
- Supporting disaster risk management and rapid response capability in the Pacific
- Meeting Aotearoa New Zealand's obligations under international agreements and conventions, including APEC and the United Nations
- Working closely with the Public Service Chief Executives and their agencies through effective consultation at the strategic and operational level
- Working with and supporting other central and local government agencies, Māori communities, iwi organisations representing Māori interest, emergency services, private and not for profit sectors, and business to ensure responses to and recoveries from emergencies are effective and integrated
- Providing assurance to the public about the performance and capability across emergency management

## Ngā haepapa | Accountabilities

Te pūnaha   System	<p>The Chief Executive has the responsibilities, functions and duties as set out in the Public Service Act 2020, the Public Finance Act 1989, and other relevant statutes and legislation.</p> <p>As a Public Service leader, the Chief Executive will:</p> <ul style="list-style-type: none"> <li>• Support the Crown in its relationships with Māori under te Tiriti o Waitangi and the Treaty of Waitangi by developing and maintaining the capability of the agency and the wider public service to engage with Māori and to understand Māori perspectives</li> <li>• Preserve, protect and nurture the spirit of service to the community that public service employees bring to their work</li> <li>• Uphold the public service principles of political neutrality, free and frank advice, merit-based appointments, open government, and stewardship, and ensure that the agency you lead also does so</li> <li>• Demonstrate and uphold the values of the Public Service as set out in the Public Service Act 2020</li> <li>• Promote diversity and inclusiveness and have regard to the principle that, in order to achieve fairness in employment and a more flexible effective public service, it is desirable for the group comprising all public service employees to reflect the makeup of society.</li> </ul>
Te pokapū   Agency	<p>The Chief Executive is accountable for:</p> <ul style="list-style-type: none"> <li>• NEMA carrying out the purpose of the Civil Defence Emergency Management Act 2002</li> <li>• The performance of NEMA’s functions and duties and its strategic evolution</li> <li>• Stewardship and leadership of the emergency management system, of the Civil Defence Emergency Management Act 2002, and of the regulatory system for emergency management</li> <li>• NEMA’s role in matters relating to the collective interests of government</li> <li>• The efficient and economical delivery of services provided by NEMA and how effectively those services contribute to the intended outcomes</li> <li>• Appointing a Director of Civil Defence Emergency Management.</li> </ul>

## Ngā hononga matua | Key relationships

Te Kāwanatanga   Government	<ul style="list-style-type: none"> <li>• Minister for Emergency Management</li> <li>• Ministers holding portfolios in a range of sectors, as priorities and issues require</li> </ul>
Te ratonga tūmatanui   Public Service	<ul style="list-style-type: none"> <li>• The Secretary of the Department of the Prime Minister and Cabinet as the leader of the National Security System</li> <li>• The Secretary of the Department of the Prime Minister and Cabinet as the Public Service department that hosts NEMA – this relationship is supported by a DPMC/NEMA departmental agreement</li> <li>• Public Service Chief Executives</li> <li>• Public Service Leadership Team</li> <li>• Te Kawa Mataaho Public Service Commission</li> <li>• The Treasury</li> </ul>

	<ul style="list-style-type: none"> <li>• Emergency management partners and agencies across sectors</li> <li>• Other lead agencies</li> <li>• Science sector representatives</li> </ul>
Te Kaunihera   Local Government	<ul style="list-style-type: none"> <li>• Local government</li> <li>• Local Civil Defence Emergency Management Groups</li> </ul>
Ngā iwi me ngā hapori whānui   Iwi and wider communities	<ul style="list-style-type: none"> <li>• Key Partners agencies including lifeline providers and NGOs</li> <li>• Māori communities, iwi and organisations representing Māori interests</li> <li>• Pacific Partners</li> <li>• Business Community, academics, non-government organisations and the wider community</li> <li>• The Chief Executive also actively engages with the media and the public on behalf of the agency.</li> </ul>
E ai ki te ture   Statutory	<p>The Chief Executive is appointed by the Public Service Commissioner and is directly accountable to the Minister of Emergency Management.</p> <p>NEMA administers the Civil Defence Emergency Management Act 2002 (the Act).</p>

## Te momo kaiarataki e whāia ana | Leader profile

Te kaiaratakinga   Leadership	<p>Excellent leadership by Public Service Chief Executives is essential for a high performing, professional and world class Public Service. Underpinning chief executive leadership is the requirement to adhere to the standards of integrity and conduct and the higher bar expected of chief executive behaviour.</p> <p>As set out in the Public Service Act 2020, chief executives are required to proactively promote stewardship of the Public Service, including of its long-term capability and people, institutional knowledge and information, system and processes, assets and the legislation they administer.</p> <p>As stewards of the system, chief executives are responsible for achieving cross-agency, sector and system results by leading, collaborating and exerting their influence in a cohesive way across boundaries and ensuring their staff have both the authority and motivation to do likewise.</p>
Ngā take mātāmua me mātua whai e angitu ai   Critical success priorities	<p>The following factors are critical for the Chief Executive to succeed in the position:</p> <ul style="list-style-type: none"> <li>• Leading, enabling, and guiding responses to, and recovery from, emergencies irrespective of the cause of the emergency</li> <li>• Establishing and maintaining effective working relationships with, and building the trust and confidence of, Ministers</li> <li>• Providing high quality policy advice to the Government and delivering on Government priorities for emergency management</li> <li>• Working with the Director of Emergency Management to ensure the Director is empowered to meet their statutory functions and duties</li> <li>• Leading the evolution of NEMA’s operating model, including creating a Māori capable organisation including by actively building te ao Māori perspectives and capability into NEMA’s day to day work, values and practices</li> </ul>

- Managing and maintaining the National Crisis Management Centres in Wellington and Auckland and developing surge capacity
- Ensuring there is ongoing clarity regarding the roles and responsibilities within emergency management (both NEMA's and others) nationally, regionally, and in the Pacific are clear and understood at all levels, so that people and processes work together seamlessly
- Lifting the profile and influence of emergency management within government and strengthening its integration with the national security system
- Enhancing the performance and capability of emergency management as a whole in Aotearoa New Zealand, across all hazards and all risks
- Enabling and supporting individuals, organisations and communities to act for themselves and others, for the safety and wellbeing of all.

Te momo tangata e whāia ana   Person profile	
Ngā pūkenga e hāngai pū ana ki te tūranga   Position specific competencies	The competencies outlined below are the specific requirements of the role at this time. To see the full range of capabilities required go to: <a href="https://www.publicservice.govt.nz/resources/leadership-success-profile/">https://www.publicservice.govt.nz/resources/leadership-success-profile/</a>
Leading strategically	Think, plan, and act strategically; to engage others in the vision, and position teams, organisations, and sectors to meet customer and future needs
Leading with influence	Lead and communicate in a clear, persuasive, and impactful way; to convince others to embrace change and take action
Enhancing organisational performance	Drive innovation and continuous improvement; to sustainably strengthen long-term organisational performance and improve outcomes for customers
Enhancing system performance	Work collectively across boundaries; to deliver sustainable and long-term improvements to system and customer outcomes
Leading at the political interface	Bridge the interface between government and the public sector; to engage political representatives and shape and implement the government's policy priorities
Resilient	Show composure, grit, and a sense of perspective when the going gets tough; to help others maintain optimism and focus
Te taumata o te āheitanga   Security Clearance	Appointment will be subject to a New Zealand Government <b>Top Secret</b> security clearance

Up to date information on NEMA can be found on the website: <https://www.civildefence.govt.nz/>

Other useful information is also available at the following link:

- Organisation Chart and Strategic Business Plans <https://www.civildefence.govt.nz/about/about-nema/>



## ***Employment History***

	<b>Te Kāhui Whakamana Rua Tekau mā Iwa—Pike River Recovery Agency</b>
2018 - present	Chief Executive
	<b>United Nations</b>
2015 – 2018	Head of Mission, Chief of Staff UNTSO
	<b>New Zealand Defence Force</b>
2013 - 2015	Chief of New Zealand Army
2007 – 2013	Commander Joint Forces New Zealand Land Commander New Zealand Army Commander 3 <sup>rd</sup> Land Force Group
2004 - 2006	Senior Staff Officer – Operations, Joint Forces New Zealand
1980 - 2004	Infantry Officer, New Zealand Army

## ***Academic Qualifications and Professional Memberships***

2006	Master of Strategic Studies, Deakin University, Australia
2005	Higher Military Staff College Qualification, Australian Command and General Staff College, Canberra, Australia
1996 - 1997	Graduate Diploma School of Advanced Warfighting (SAW), School of Advanced Warfighting, Marine Corps University, Quantico, United States
1995 - 1996	Military Staff College Qualification, Armed Command and Staff College, Fort Leavenworth, United States
1979 - 1980	Graduate Initial Military Officer Training, Officer Cadet School, Portsea, Australia

## ***Awards and Honours***

2017	Presented with the Order of the Cedar (Knight Level), Lebanon
2015	Legion of Honour
2001	Force Commander's Commendation, for his role in East Timor
1996	Member of the Most Excellent Order of the British Empire (MBE)