

Public Service Medal (PSM)

New South Wales

Ms Kathryn Elizabeth Tidd, NSW

For outstanding public service to disability advocacy in the NSW public sector.

Ms Kathryn Tidd is the manager of People Experience and Information at the Department of Customer Service (DCS) and has dedicated over two decades advocating for accessibility, equity, and inclusion for public servants with disabilities. As a founding member and co-chair of the NSW public sector's whole-of-government Disability Employee Network (DENConnect), she has transformed it into a trusted and influential platform for peer support, policy consultation, and advocacy. She played a crucial role in developing the Disability Inclusion Plans, ensuring staff with lived experiences were consulted during policy design. She also significantly contributed to the Workplace Adjustment Passport initiative, facilitating essential adjustments that reflect the needs of public servants with disabilities.

In 2020, Ms Tidd led the Increasing Employment of People with Disability program at DCS, resulting in the number of employees at Revenue NSW identifying as having a disability nearly tripling in three years. She continued this work voluntarily after the program ended, maintaining momentum and championing employment pathways for people with disabilities. Ms Tidd's professional contributions extend beyond her role at DCS. She serves as a board member of the Intellectual Disability Rights Service and initiated the Everyone at Work program, creating tailored, inclusive pathways into public sector roles for people with intellectual disabilities. She developed disability confidence training, now mandatory for all people leaders and recruitment staff at Revenue NSW.

A strong advocate for digital inclusion, Ms Tidd championed Accessibility NSW, ensuring digital systems are designed for everyone. Her efforts have raised standards and integrated accessibility into government service delivery.

Ms Tidd is a passionate innovator. Her ability to drive change within government on behalf of those who are often least represented is remarkable. Her dedication has changed lives and shifted the culture, making the public service a fairer place for those with disabilities.