

## MEDAL OF COMMENDATION

### **Luke Goh**

Chief Executive Officer  
National Environment Agency

*Nominated by the Amalgamated Union of Public Employees*

Luke Goh cares deeply about the wellbeing, work prospects and wage growth of NEA officers. He pushed for a systematic and expedited pace of job size review, to transform roles into larger job sizes that support employees' progression. He also advocated firmly for salaries to be adjusted to ensure competitiveness. For officers in the Tuas Incineration Plant, the decommissioning of the plant affected their hardship allowance. Brother Luke understood the significant impact on the officers. He improved and extended the hardship allowance for affected officers. This allowed them more time to adjust to the drop in income while they underwent upskilling to be redeployed in 2023.

Brother Luke set up multiple Stewardship networks across NEA and worked closely with the Amalgamated Union of Public Employees (AUPE) to have regular dialogues and additional informal engagements to understand workers' concerns and suggestions. The Stewardship networks also enabled policies to be clearly explained and implemented with the union's inputs.

To encourage junior and new staff who might be hesitant to join the union, Brother Luke personally encouraged the senior management to join him in signing up for general branch union membership. We now have good representation of NEA senior management in AUPE. Brother Luke firmly believed in the upskilling of officers and is supportive of upskilling programmes, AUPE's workshops and publicising professional development opportunities.