



WESTERN AUSTRALIAN
Electoral Commission

Western Australian Electoral Commission Strategic Plan 2020 – 2025



Strategic Plan

2020 – 2025

Purpose

To provide Western Australians with an electoral experience that they understand, trust and can access easily and efficiently.

Values

IMPARTIAL



Our electoral outcomes will not be influenced by others

PROFESSIONAL



Our work will be at the highest standards for ethics, accuracy and efficiency

RESPECTFUL



Our relationships will be courteous, honest and fair with all

INNOVATIVE



Our systems and processes will adapt to customers' needs

COLLABORATIVE



As a team we will consult and test new ideas with customers



The Current State

As we strive to keep participation in our electoral system high, stakeholders are seeking the means to make voting more convenient. While nearly all generations adjust to the digital age the Commission is often asked why is voting still paper based and why can results take a long time to confirm?

Keeping people interested in being enrolled and casting a vote remains a challenge if they feel the Commission isn't listening or adapting to their suggestions.

Security remains an ongoing concern. Evidence from around the world is that state actors and others have attempted to influence the outcomes of electoral events either directly by subverting voting systems operated by electoral management bodies or indirectly through the use of inaccurate or misleading publications, mostly in the electronic sphere.

These security fears have created a comprehensive expectation from our customers that organisations such as the Electoral Commission and their processes and systems are trusted and independent.

An election can be an expensive event. The use of large numbers of polling place staff, even temporarily, represents an ongoing cost for the community. Rising postal costs matched with declining delivery standards represent a challenge for reaching those voters who are unable to attend a traditional polling place.

The 2020 pandemic has also made voters less comfortable with traditional voting methods and forced all electoral bodies to think about staff and voter safety as well as alternative voting mechanisms.

The Commission operates under legislation written in 1907 and amended directly or indirectly 83 times in those 113 years since it was first passed by the Western Australian Parliament. With existing references to "telegraph communications" and "doorkeepers" the legislation governing elections in Western Australia operates in a different time that requires the Electoral Commissioner to find creative solutions to modern problems.

Despite these challenges the Commission has a well-deserved reputation for delivering secure, independent, trusted, impartial and accurate election results. While responsible for State general elections and by-elections as well as the majority of local government elections the Commission is actively sought out by non-parliamentary organisations to conduct elections for boards, commissions, leadership groups and community votes.

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The Future State

The Commission has delivered successful election results for generations – that will continue - but while delivering our trusted and experienced management of election events for all Western Australians, in the period 2020–2025 we also want to focus on:



GOAL 1
A modern electoral system that is:

- Secure from interference
- Able to adapt to customer needs
- Supported by modern legislation
- Based on high awareness and participation from the community



GOAL 2
An organisation that is:

- Connected
- Professional
- Demonstrating a positive working environment
- Recognising and celebrating success



Strategies To Achieve These Two Goals

The Commission will work towards completing the following strategies in order to achieve those two goals:

Strategies to achieve Goal One

1. A modern Electoral Act
2. A secure operating system and election event processes
3. Voting services that meet the needs of the community
4. An electoral system protected from interference
5. Easy access for all to enrol and vote
6. Support for voters, candidates, parties and third party campaigners navigating the digital age

Strategies to achieve Goal Two

1. Leadership development for our current and future leaders
2. Succession planning backed by a workforce plan
3. Internal collaboration and communications
4. Training that matches needs and keeps our team professional
5. Connection to the public sector and to our stakeholders

If we are doing it right in 2025 then the Commission will see:

- ✓ A high awareness and participation from voters
- ✓ A modern electoral act
- ✓ Untarnished electoral outcomes
- ✓ High satisfaction from voters and other stakeholders
- ✓ Compliance with public sector accountability requirements
- ✓ A positive working environment for the team

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