


Tasmanian Electoral Commission

Strategic Plan 2026-2030



Polling Place
8 am - 6 pm

Our vision

Tasmanians are confident in their elections and empowered to take part.

Our purpose

To deliver secure, transparent, and accessible electoral services that foster trust and inspire participation.

Our core business

- » Conduct electoral events
- » Engage and educate the community
- » Administer electoral legislation

Our values

Respect

We will:

- » be actively inclusive
- » be broadly accessible
- » embrace diversity
- » be mindful and considerate
- » be respectful in our engagements
- » foster positive relationships

We will not:

- » be biased

Integrity

We will:

- » be impartial
- » uphold our independence
- » be accurate and dependable
- » be transparent and accountable
- » communicate clearly
- » comply with electoral law

We will not:

- » comment on political matters
- » hide mistakes

Innovation

We will:

- » constantly improve
- » embrace change
- » value creative thinking
- » be collaborative
- » be agile and adaptable
- » show courage

We will not:

- » be stuck in our ways
- » ignore risks

Priorities, outcomes and actions

Priority 1

Strengthen trust and engagement

Outcome 1: Trust and confidence in, understanding of and compliance with electoral processes

Actions:

- » Enhance electoral education and engagement programs
- » Deliver an electoral compliance and assurance program
- » Redevelop the TEC website
- » Develop a strategic approach to enhance public trust in the TEC

Outcome 2: Accessible, high-quality and safe electoral services

Actions:

- » Improve accessibility of voting services
- » Implement a contemporary complaints management approach
- » Establish an Election Lab for training of staff and trialling of new processes
- » Use our expert knowledge to drive policy and legislative improvements in relation to Tasmanian electoral matters
- » Implement a centralised and secure 'back to base' system that allows real-time reporting of electoral mark-off, incidents and staffing

Priorities, outcomes and actions

Priority 2

Modernise workplace systems and procedures

Outcome 3: Digital solutions that improve engagement with electoral participants and processes

Actions:

- » Migrate to a modern Learning Management System
- » Implement Computer Count for House of Assembly elections
- » Utilise online processes for administering the Electoral Disclosure and Funding scheme
- » Migrate to a payroll management system that allows real-time updates and reduces manual handling
- » Implement an integrated Election Management System

Outcome 4: An appropriate cybersecurity posture

Actions:

- » Uplift maturity across the Essential Eight mitigation strategies

Outcome 5: Long-term, secure and fit-for-purpose facilities for the conduct of electoral administration and events

Actions:

- » Move the corporate office to a long-term electoral administration site in the south of the state

Priorities, outcomes and actions

Priority 3

Empower people and culture

Outcome 6: Diverse, safe, resilient and skilled workforces

Actions:

- » Enhance recruitment, training and development of the electoral workforce
- » Embed structures and processes that prioritise staff safety and well-being

Outcome 7: A robust knowledge management framework, methodology and approach

Actions:

- » Move to a contemporary content management system
- » Implement an organisation-wide structured approach to planning and election readiness
- » Strengthen collaboration within the TEC and with other electoral bodies to share knowledge and improve practices

Outcome 8: Management and governance structures that provide direction, consistency and clarity

Actions:

- » Develop and implement a full suite of organisational policies and procedures
- » Embed new roles and management structures to ensure clear understanding of roles, responsibilities and delegations