



NAURU ELECTORAL COMMISSION

**STRATEGIC PLAN
2017 - 2020**



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INTRODUCTION

The Nauru Electoral Commission is proud to implement its first Strategic Plan.

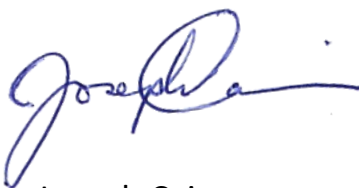
This plan is developed to guide the Commission and its staff in order to maintain the goal of being an independent and dynamic Electoral Commission for the Republic of Nauru.

The citizens of Nauru deserve integrity, transparency and high service delivery standards from the Commission. This plan paves the way, and provides clear direction so that the Commission can develop plans to meet these objectives.

Our strong planning framework will ensure that our future initiatives will allow our staff to work effectively even if the environment includes changing business or electoral requirements

This Strategic Plan provides a focus on raising public awareness on electoral matters so that all Nauruans are engaged in the democratic process with confidence.

The Electoral Commission is committed to continual improvement and training of its staff in order to serve its stakeholders well and this plan provides the pathway to the above goals.



Joseph Cain
Chairman
Electoral Commission.

STRATEGIC OVERVIEW

1. VISION

A fully independent Commission for free and fair elections for all.

2. MISSION

To conduct the election of Members of the Parliament of Nauru embracing the Commission's Values and Guiding Principles to ensure:

- Efficient delivery of free, fair, credible and equitable elections
- Equal participation and opportunity of all citizens of voting age, political parties, and civil societies
- Access to all electorate information
- Review and reform of electoral laws.

3. GUIDING PRINCIPLES

Integrity – *We operate openly and hold the highest ethical standards.*

Transparency and Accountability – *We are transparent in everything that we do and are accountable to the Parliament, citizens of Nauru and to each other.*

Participation – *We encourage and promote engagement, equal opportunity and participation of women, the disabled and the disadvantaged in the electoral process.*

Responsiveness – *We are aware of the need to be responsive to the political, social and cultural environment.*

Credibility – *We establish and promote empowering /enabling systems and processes.*

Confidentiality – *We value and protect your freedom to exercise your very own choice in private.*

Commitment – *We strive to achieve excellence in all we do; we respect our employees as valuable assets, and are dedicated to attracting, retaining and supporting the highest quality in our human resources.*

4. AUTHORITY

The Commission is required to be established as an independent institution under the Electoral Act 2016 including all duties, functions and authority conferred upon it.



STRATEGIES

Outcome One – Governance, Integrity and Independence

Strengthening governance, processes, professionalism, and excellence at all levels of the organization; and maintaining/sustaining Commission’s integrity, credibility and independence.

Goal Statement	Key Performance Indicators
1.1. Provide leadership and strategic direction in the administration of the Electoral Act 2016 and related laws.	<ul style="list-style-type: none"> a. Legislative timelines are met. b. Electoral Act amendments are proposed in line with election report recommendations. c. Regulations are prepared for future events.
1.2. Monitor the implementation of, and compliance with organizational policies, the achievements of goals and objectives.	<ul style="list-style-type: none"> d. Organisational HR policies are developed as necessary. e. All HR policies are reviewed annually for compliance.
1.3. Maintain and improve compliance with legal requirements.	<ul style="list-style-type: none"> f. Legislation monitored for impacting laws. g. International electoral law monitored.
1.4. Provide empowering, transparent and accountable financial management.	<ul style="list-style-type: none"> h. Successful audit process.



Outcome Two – Electoral Information and Stakeholder Awareness

Strengthening of consultative and cooperative relationship with the voters, communities, civil societies and other stakeholders.	
Goal Statement	Key Performance Indicators
2.1. Organise and manage elections through the participation of voters and candidates	<ul style="list-style-type: none"> a. Voter turnout of 85% or greater. (previous turnout was 82%) b. Increased female nominations.
2.2. Inform and educate the public on electoral democracy and electoral justice, with a view to strengthening participation in the electoral processes.	<ul style="list-style-type: none"> c. Primary and secondary school information curriculum developed with Education Dept. d. Public Awareness sessions for voters and candidates developed and delivered. e. Invalid vote rate reduced from the average of 1.6%
2.3. Engage and liaise with relevant stakeholders nationally and internationally in order to develop further knowledge for greater adherence to democratic electoral principles	<ul style="list-style-type: none"> f. Attend workshops conducted by PIANZEA, AEC and BRIDGE. g. Participate in election observation with the Commonwealth Secretariat or Pacific Island Forum.



Outcome Three – Free and Fair Conduct of Elections

Achieving free, fair, equitable and credible elections, and strengthening and deepening of electoral democracy.	
Goal Statement	Key Performance Indicators
3.1. Organise and manage successfully implemented elections.	<ul style="list-style-type: none"> a. Low number of complaints per event b. Court of Disputed Returns cases do not implicate Electoral Commission c. Positive International Observer report(s)
3.2. Ensure risks are minimized by implementing risk management plans for key electoral tasks.	<ul style="list-style-type: none"> d. Key electoral tasks identified and risk management plans developed.
3.3. Increase capacity of polling officials and other electoral officials by conducting election training between electoral events.	<ul style="list-style-type: none"> e. Develop training modules. f. 90% of electoral and polling officials trained prior to an event.
3.4. Maintain a current and accurate electoral roll.	<ul style="list-style-type: none"> g. Enrolment campaigns. h. Service agreement with BDM reviewed. i. Test currency and accuracy of electoral roll annually.
3.5. Develop an ICT plan for the stable provision of electoral services.	<ul style="list-style-type: none"> j. Maintain a current and accurate electoral roll database. k. Electoral data is secure. l. Commission Website is a primary source of electoral information for the citizens of Nauru.

