



Polling Place Officer in Charge

People in these roles are employed under the *Commonwealth Electoral Act, 1918* (Electoral Officer EO 4 – EO 5). Pay, terms and conditions can be found in the [Collective Determination](#).

The role

The Polling Place Officer in Charge manages a polling place on election day according to policies and procedures set by the AEC. The role includes the supervision of staff, managing voters and party workers, and the management of election materials.

Work hours

- Work before election day to contact staff, complete venue inspections and set-up, and to collect secure election materials. The time needed to undertake these tasks will vary based on the size and location of your polling place.
- Election day 7am to approximately 11pm (when all activities in the polling place are finalised).

Training requirements

- Paid online and face-to-face training will be provided. This training must be completed before working.

Key responsibilities

- Ensure compliance with relevant legislation, AEC policies and procedures
- Accurate completion of all required documentation including the Officer In Charge Return
- Identify, document and report issues taking appropriate action as needed

Staff

- Manage staff attendance and performance
- Provide instruction brief to staff before polling and counting
- Ensure behaviour of team members is always of a high standard

Election materials

- Manage and maintain security protocols of all election materials
- Collect and account for all election materials

Operational aspects of the polling place

- Manage the set-up, preparation and pack-down of the polling place
- Manage voters, party workers, scrutineers, and other stakeholders
- Organise and coordinate the sorting and counting of ballot papers
- Ensure timely reporting of results on election night

Skills and abilities

- Work effectively to lead a team with diverse groups of people
- Solve problems in a fast-moving operational environment and work non-standard or extended hours
- Communicate clearly with good attention to detail
- Manage challenging situations when engaging with staff and members of the public
- Remain calm, professional and decisive under pressure
- Build rapport with a range of stakeholders
- Lift and carry up to 12 kilograms*
- Comfortable sitting or standing for long periods of time*
- Work in a range of different physical environments*

*If you require workplace adjustments due to disability or injury, please outline these in your Registration of Interest

Mandatory requirements

- Australian citizen aged 18 years or over
- Maintain political and issue neutrality and impartiality
- Current driver's licence and access to a registered and comprehensively insured private motor vehicle suitable for transporting election materials
- Access to a mobile phone
- A police check

It is expected that a Polling Place Officer in Charge will:

- adhere to the Code of Conduct outlined in Attachment A of the [Collective Determination](#) and the [AEC Values and Commitments](#) (we encourage you to read these before polling day)
- comply with the procedures and policies outlined in your training and materials
- avoid any conflict of interest (actual or perceived)
- be familiar with, abide by and promote AEC work health and safety frameworks, policies and procedures
- demonstrate personal integrity and represent the AEC with professionalism
- engage respectfully with diverse individuals and communities
- be flexible, adaptable, and work as part of a team
- take ownership and responsibility for own work
- handle ballot papers safely and securely throughout all electoral processes

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