

ELECTORAL COMMISSION
Annual Report
2024

FOREWORD



Pursuant to section 75(4) of the Constitution of the Republic of Fiji 2013, the Electoral Commission (“the Commission”) must deliver its Annual Report to his Excellency the President, with a copy to the Secretary-General to Parliament. This Report overviews the activities of the Commission in the calendar year 2024.

The Commission continued its quest for developing its electoral administration knowledge and understanding, taking up opportunities to participate in regional electoral workshops and to observe the conduct of elections in other jurisdictions.

Part way through 2024 the Chairperson, Ms Barbara Malimali, resigned. That vacancy was not filled until I took up my appointment in 2025. Meanwhile, in 2024 the records of the Commission were seized under warrant by FICAC, and, as a result, the preparation of this report was delayed.

As the Commission official records have not yet been released by FICAC, this report is compiled as fully as possible using ancillary records and information.

Justice Usaia Ratuvihi
Chairperson



Electoral Commission

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ELECTORAL COMMISSION

Pursuant to section 75 of the Constitution of the Republic of Fiji 2013 (“the Constitution”), the Electoral Commission (“the Commission”) is an independent constitutional office, with responsibility for the conduct of free and fair elections in accordance with the written law governing elections and any other relevant law. In particular, the Commission is responsible for:

- the registration of citizens as voters, and the regular revision of the Register of Voters;
- voter education;
- the registration of candidates for election;
- the settlement of electoral disputes, including disputes relating to or arising from candidate nominations; and
- monitoring and enforcing compliance with any written law governing elections and political parties.

The Supervisor of Elections is also an independent constitutional office (as set out in section 76 of the Constitution), with responsibility for administering voter registration and the conduct of elections. Those responsibilities are subject to any directions of the Commission pertaining to the performance of those functions.

Composition

Section 75(6) of the Constitution provides that the Commission consists of a chairperson and six (6) other members. At the beginning of 2024, the Commission consisted of all seven (7) members:



Standing (L-R) – Commissioner Dr Atu Emberson-Bain, Commissioner Nalini Singh and Commissioner Ateca Ledua.

Sitting (L-R) – Commissioner Inoke Dokonivalu, Commissioner Reginald Jokhan, Commission Chairperson Barbara Malimali and Commissioner Nemani Mati.

Early in September Ms Barbara Malimali resigned as Chair, to take up a new role as Commissioner FICAC. For the remainder of the year, the position of Chair remained vacant. In accordance with section 5(2) of the Electoral Act 2014, Commissioners elected Commissioner Nalini Singh to chair each meeting.

Under section 5 of the Electoral Act 2014, the Supervisor of Elections is required to act as the Secretary to the Commission.

Budget

The Commission has been provided its own budget since 2020, and prepares its budget for each financial year to cater for its operational expense.

Table below shows the summary Electoral Commission Budget & Expenditure for January 2024 – December 2024:

Electoral Commission Budget & Expenditure for January 2024–December 2024		
Activities	Budget	Expenditure
Depreciation Expense	\$4,293.76	\$4,293.76
Electoral Commission Allowance	\$47,000.00	\$47,000.00
Marketing / Advertising Costs	\$7,956.43	\$7,207.40
Personnel Emoluments Expense	\$80,002.83	\$40,408.46
Postage and Courier Expense	\$308.38	\$6.96
Office Administration Expense	\$1,134.38	\$534.68
Telecommunication Expense	\$550.00	\$226.09
Travel and Accommodation Expense	\$59,158.57	\$57,397.14
Financial Expense	\$332.61	\$332.61
EC and Office Meeting Expense	\$4,287.84	\$3,624.38
Total Operating Budget & Expenses	\$205,024.80	\$161,031.48

Note: The full breakdown of the Commission Budget and Expenditure Report from 1 January 2024 to 31 December 2024 is set out in the Annexure to this Report along with The Electoral Commission Financial Statements for 2024.

Allowances

The Chairperson and Commission members are appointed by the President on the advice of the Constitutional Offices Commission in accordance with section 75(7) of the 2013 Constitution. They are required to meet to discuss issues pertaining to their responsibilities as set out in Section 75 of the Constitution.

Allowances are determined by the Constitutional Offices Commission. All Electoral Commission members are remunerated with a sitting allowance of \$500FJD per day when a meeting is held.

Commission members are also entitled to a meal allowance of \$50FJD per meeting day which, as agreed between the members, is not paid directly to them but utilised by the Commission secretariat to arrange for their meals within the allocated budget (when a face-to-face meeting is held).

THE ELECTORAL COMMISSION'S WORK IN 2024

Challenges

Commissioners endured many challenges during the course of the year. These adversely affected their ability to fulfill their constitutional duties. Amongst the challenges were budget constraints for the first half of the year; inadequate staffing; quorum difficulties due to the absence of one Commissioner for most of the year; leaks of confidential Commission deliberations (information and documents); a break down in the relationship between the Commission and the SOE and her staff; the resignation of the Chair; and the unexplained seizure of office equipment and files under a FICAC search warrant.

The modest 2023-2024 budget resulted in the official suspension of Commission meetings from April 2024 when funding for meetings was exhausted. However, in order to attend to urgent matters that arose over the four month period before the new (2024-2025) Budget, Commissioners agreed to meet on several occasions without receiving sitting allowances.

Commission work was supported by just one administrative staff on loan from the FEO for the first two months of the year. The position of Executive Secretary was finally filled in March but only lasted nine months. The Supervisor, as Secretary to the Commission, was only able to personally attend about four of the 15 Commission meetings held during the year. From September, the Commission was without a Chair; Commission meetings were held in private locations outside the FEO premises without administrative support; and Commissioners communicated only by way of their private Viber chat group.

Despite these setbacks, Commissioners continued to meet and conduct Commission business to the best of their ability."

Commission Meetings

Between January and December 2024 the Commission met 20 times. The Commission conducts its meetings in person, and via virtual and other electronic Media.

Section 5(1) of the Electoral Act 2014 states that the Commission must adopt all of its decisions at meetings. Section 5(4A) requires that these decisions be published within five days of a meeting. No decisions were published during the year.¹

1. The lack of clarity about what constitutes a "decision" in the context of section 5 gave rise to some uncertainty. In practice, Commission matters that were administrative in nature were considered as not requiring publication. On 15 May 2025, following some discussion and advice from the Chair, the Commission agreed that decisions made in EC meetings will be called "resolutions" and the word "decision" will be reserved for Appeals when the Commission sits as a Tribunal.

Complaints to the Commission

The Commission's complaints register indicates that one (1) complaint was received from the public. The issue was referred to the Registrar of Political Parties to address the allegation that a party member held public office.

Appeals

The Commission received an appeal from Hon. Alvick Maharaj against the decision of the Registrar of Political Parties to deregister the Fiji First Party.

The appeal process was delayed for several reasons including protracted submissions on the preliminary issue of standing, counsel case loads, a family bereavement, and the five-month vacancy of the Commission Chairperson.

As at the end of 2024, the appeal was still outstanding (and was eventually withdrawn by Hon. Maharaj in 2025 on the basis that the appeal had lost significance due to intervening political events).

Review of Electoral Laws

The Commission continued its review of the three (3) national electoral laws begun in the last quarter of 2023: Electoral Act 2014, Electoral (Registration of Voters) Act 2012, Political Parties (Registration, Conduct, Funding and Disclosures Act) 2013. It also contributed to the ongoing review of local government legislation, providing comments on the draft regulations through the FEO representatives on the Minister's Working Committee.

In January, the Commission submitted its preliminary observations and recommendations on the electoral laws to the Attorney General and Minister Responsible for Elections, Hon. Siromi Turaga, and invited all political parties to send in their comments on the electoral laws. It provided advice to the Attorney General regarding potential dates for the conduct of the general elections.

The Commission also deliberated on the very large number of Fiji citizens who had recently left the country, mainly on work permits and student visas, because of the likely impact on voter education, voter registration, the right to vote, and voter turnout. It was concerned to ensure that citizens participating in regional labour schemes or engaged in other overseas work like caregiving, teaching or nursing, were registered and able to vote. The Commission considered that the high and rising level of out-migration might require alternative methods of voting such as electronic voting and telephone voting, as well as running pre-polling for a much longer period, and allowing voters to register up until polling day, as in other countries like New Zealand.

In August, the Commission began discussions with the Fiji Law Reform Commission (FLRC) with a view to partnering with them over the electoral review process. The Commission considered that such collaboration would improve stakeholder outreach and engagement and strengthen the legitimacy of the electoral reform process. The discussions with the FLRC formed the basis of a productive partnership between the Commission, FLRC, Ministry of Justice, and Attorney General's Office that continued during the last quarter of 2024 despite the lack of an EC office and functioning secretariat.

THE ELECTORAL COMMISSION'S EXTERNAL ENGAGEMENTS IN 2024

The Commission participated in a variety of external events. These comprised Fiji-based events and international events, in particular election observer missions.

Fiji Events

The Commission was represented at events hosted by:



- President of Fiji: Reception, State Opening of the New Session of Parliament 2024.
- Dialogue Fiji: Regional Conference on Gender-Responsive Climate Policy Formulation.

International Engagements



The Commission accepted invitations to participate in knowledge exchange activities with, and funded by, international partners to broaden its understanding of electoral administration. Significant knowledge exchange activities included:

Indonesia's Election Visit Program 2024: A Commissioner attended the program and reported back on the lessons Fiji can adopt from the Indonesian elections (the Commission funded the flights and allowances).

Commonwealth Secretariat, Commonwealth Observer Group for the Pakistan general elections: The Chairperson attended as part of the observer mission, and contributed to the Commonwealth Observer Report.

India general election observers: Commissioners attended and identified a range of initiatives that could be of benefit to Fiji including electronic voting and other practices to improve voter registration, voter education, and voter participation, and ensure more inclusive, transparent and efficient elections. (The Commission funded the international travel portion of the mission).

PIANZEA Senior Officials Meeting: A Commissioner welcomed the opportunity to engage with senior officials from election management bodies throughout the Pacific.

Commonwealth Elections Professionals Pacific Region Talanoa: This was a further opportunity for Commissioners to engage with other Pacific election management bodies and discuss emerging issues in election administration in the Pacific.

Election Visit Program for the Regional Elections Indonesia East Java Province: This provided an opportunity for a Commissioner to observe elections beneath parliamentary level, and gain insights to inform the conduct of local government elections in Fiji (the Commission funded the accommodation).

EXPRESSION OF GRATITUDE

Commissioners again express sincere gratitude to their international partners for continuing to provide opportunities and the associated funding to facilitate their participation in knowledge exchange programmes to deepen their understanding of electoral administration, especially in relation to the Pacific context. The shared experiences of other electoral management bodies is an invaluable resource for Commissioners.

The Commissioners also thank the FEO in-house team and the Commission secretariat for their assistance in the compilation of this report.

ANNEXURE 1

Budget and Expenditure Report

BUDGET AND EXPENDITURE REPORT

The table below sets out the Commission's Budget and Expenditure Report for the financial year 1 January 2024 to 31 December 2024:

Electoral Commission Budget & Expenditure for January 2024–December 2024		
Description	Total Budget January 2024 – December 2024	Total Expenditure January 2024 – December 2024
Depreciation		
Depreciation –Computer Hardware	\$4,293.76	\$4,293.76
Depreciation – Total	\$4,293.76	\$4,293.76
Electoral Commission Allowance		
Electoral Commission Allowance	\$47,000.00	\$47,000.00
Electoral Commission Allowance	\$47,000.00	\$47,000.00
Marketing Costs	\$ –	\$ –
Publication	\$7,956.43	\$7,207.40
Marketing Costs	\$ 7,956.43	\$7,207.40
Personnel Emoluments Expense		
FNPF Contribution	\$10,173.38	\$5,762.09
Salaries	\$67,109.45	\$33,775.19
FNU Levy	\$2,720.00	\$871.18
Personnel Emoluments Expense – Total	\$80,002.83	\$40,408.46
Postage and Courier Expense		
Postage	\$308.38	\$6.96
Postage and Courier Expense	\$308.38	\$6.96

Financial Expense	\$ -	\$ -
Bank Fees & Charges	\$332.61	\$332.61
Financial Expense - Total	\$332.61	\$332.61
EC and Office Meeting Expense		
Meetings	\$4,287.84	\$3,624.38
EC and Office Meeting Expense - Total	\$4,287.84	\$3,624.38
Operating Expense - Total	\$205,024.80	\$161,031.48
Office Administration Expense		
Stationery Expenses	\$208.38	\$ -
Sundry Expenses	\$502.08	\$300.00
Printing - Stationery	\$173.92	\$173.92
Purchase of office supplies	\$189.24	\$ -
Catering	\$60.76	\$60.76
Office Administration Expense	\$1,134.38	\$534.68
Telecommunication Expenses		
Telecom - Telephone		
Telecom - Internet	\$300.00	\$226.09
Mobile Phone Expenses	\$250.00	
Telecommunication Exp - Total	\$550.00	\$226.09
Travelling and Accommodation Expense		
Accommodation - Local	\$1,669.56	\$1,669.56
Travelling - Staff Per Diem	\$5,335.61	\$4,431.49
Travelling Meals	\$500.00	\$270.00
Vehicle Fuel	\$1,994.24	\$1,366.93
Travelling - Bus & Taxi Fare	\$63.20	\$63.20
Travelling - Air fare & Boat fare	\$1,515.96	\$1,515.96
Travelling -Overseas	\$48,080.00	\$48,080.00
Travel and Accommodation Expense	\$59,158.57	\$57,397.14

ANNEXURE 2

The Electoral Commission
Audited Financial Statements for 2024

**The Electoral Commission
Financial Statements
For year ended 31 July 2024**

THE ELECTORAL COMMISSION
FINANACIAL STATEMENT FOR THE YEAR ENDED 31 JULY 2024

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THE ELECTORAL COMMISSION
FINANCIAL STATEMENT FOR THE YEAR ENDED 31 JULY 2024

Statement by the Chairperson

In the opinion of the Chairperson, the accompanying Statement of Financial Position gives a true and fair view of the state of affairs of the EC as at 31 July 2024 and the accompanying Statement of Comprehensive Income and Statement of Cash Flows give a true and fair view of the results and the cash flow for the year then ended, and all related party transactions have been recorded and adequately disclosed in the attached financial statements. In preparing the financial statements, the management is responsible for assessing the the EC's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intend to liquidate the Commission or to cease operations, or have no realistic alternative but to do so.

Dated :

24/7/2025

Signed :



OFFICE OF THE AUDITOR GENERAL

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INDEPENDENT AUDITOR'S REPORT

THE ELECTORAL COMMISSION

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Opinion

I have audited the financial statements of The Electoral Commission (the Commission), which comprise the Statement of Financial Position as at 31 July 2024, Statement of Comprehensive Income and Retained Earnings, Statement of Cash Flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Commission as at 31 July 2024, and its financial performance and its cash flows for the year then ended in accordance with the International Financial Reporting Standards for Small and Medium-sized Entities (IFRS for SMEs).

Basis for Opinion

I conducted my audit in accordance with International Standards on Auditing (ISA). My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am independent of the Commission in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to my audit of the financial statements in Fiji and I have fulfilled my other ethical responsibilities in accordance with these requirements and the IESBA Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Other Information

The Commissioners and the Management are responsible for the other information. The other information comprises the Statement by the Chairperson but does not include the financial statements and the auditor's report thereon, which I obtained prior to the date of this auditor's report, and the Annual Report, which is expected to be made available to me after that date.

My opinion on the financial statements does not cover the other information and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, my responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained during the audit, or otherwise appears to be materially misstated.

When I read the Annual Report, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance.

Responsibilities of the Management and Those Charged with Governance for the Financial Statements

The Commissioners and the Management are responsible for the preparation and fair presentation of these financial statements in accordance IFRS for SMEs and for such internal control as the Commissioners determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Commissioners are responsible for assessing the Commission's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Commissioners either intend to cease operations, or have no realistic alternative but to do so.

The Commissioners are responsible for overseeing the Commission's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISA will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with ISA, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

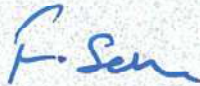
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Commission's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.
- Conclude on the appropriateness of the Commissioners use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Commission's ability to continue as a going concern. If I conclude that material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures, are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Commission to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Report on Other Legal and Regulatory Requirements

In my opinion, the financial statements have been prepared in accordance with the requirements of the Electoral Act 2014 in all material respects, and:

- a) I have been given all information, explanations and assistance necessary for the conduct of the audit; and
- b) the Commission has kept financial records sufficient to enable the financial statements to be prepared and audited.



Finau Seru Nagera
AUDITOR-GENERAL



Suva, Fiji
29 July 2025

THE ELECTORAL COMMISSION
STATEMENT OF COMPREHENSIVE INCOME AND RETAINED EARNINGS
FOR THE YEAR ENDED 31 JULY 2024

	Note	2024	2023
		(\$)	Restated (\$)
Government grant revenue		215,245	259,104
		<u>215,245</u>	<u>259,104</u>
Administrative expenses	3	(123,621)	(191,956)
Voter Education and Outreach expenses	4	(51,553)	(70,531)
Depreciation	5	(4,294)	-
Financial Expenses	6	(327)	(111)
		<u>(179,795)</u>	<u>(262,598)</u>
Surplus/ (Deficit) for the year		35,450	(3,494)
Accumulated funds (loss) at start of year		(9,747)	(6,253)
Accumulated funds at end of year		<u>25,703</u>	<u>(9,747)</u>

The statement of comprehensive income and retained earnings should be read in conjunction with the notes to and forming part of the financial statements set out on pages 8 to 13.

THE ELECTORAL COMMISSION
STATEMENT OF FINANCIAL POSITION
AS AT 31 JULY 2024

	Note	2024 (\$)	2023 (\$)
Current assets			
Cash	7	3,939	377,733
Receivables	8	6,292	1,254
Total current assets		<u>10,231</u>	<u>378,987</u>
Non- current assets			
Property, plant and equipment	9	28,356	-
Total non-current assets		<u>28,356</u>	<u>-</u>
Total assets		<u>38,587</u>	<u>378,987</u>
Current liabilities			
Trade and other payables	10	12,299	385,367
Employee entitlements	11	585	3,367
Total current liabilities		<u>12,884</u>	<u>388,734</u>
Total liabilities		<u>12,884</u>	<u>388,734</u>
Net liabilities		<u>25,703</u>	<u>(9,747)</u>
Equity			
Accumulated funds		<u>25,703</u>	<u>(9,747)</u>



 The Chairperson
 Date : 24/7/25



 Financial Controller

The statement of financial position should be read in conjunction with the notes to and forming part of the financial statements set out on pages 8 to 13.

THE ELECTORAL COMMISSION
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 JULY 2024

	Note	2024 (\$)	2023 (\$)
Cash flows from operating activities			
Receipt of Government grants		215,245	635,815
Net VAT paid		(4,495)	(1,193)
Payment to employees and suppliers of goods and services		(551,894)	(257,661)
Net cash (used in)/provided by operating activities		<u>(341,144)</u>	<u>376,961</u>
Cash flows from investing activities			
Acquisition of property, plant and equipment		(32,650)	-
Net cash (used in) investing activities		<u>(32,650)</u>	<u>-</u>
Cash flow from financing activities			
Tender deposits/Term Deposit		-	-
Net cash (used in) financing activities		<u>-</u>	<u>-</u>
Net increase in cash and cash equivalents		(373,794)	376,961
Cash and cash equivalents at the beginning of the year		377,733	772
Cash and cash equivalents at the end of the year	7	<u><u>3,939</u></u>	<u><u>377,733</u></u>

The statement of cash flows should be read in conjunction with the notes to and forming part of the financial statements set out on pages 8 to 13.

THE ELECTORAL COMMISSION
ACCOUNTING POLICIES AND EXPLANATORY NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

Note 1 General information

The Electoral Commission ("EC") was established under the Constitution of the Republic of Fiji, 2013. The address of its registered office and principal place of business is 59-63 High Street, Toorak, Suva, Fiji.

Principal activity

The EC has the responsibility to conduct free and fair elections in accordance with the written law governing elections and any other relevant law. The EC also formulates policies and procedures in regards to Elections.

Note 2 Basis of preparation and accounting policies

The financial statements have been prepared in accordance with the International Financial Reporting Standards for Small and Medium-sized Entities (IFRS for SMEs) issued by the International Accounting Standards Board. They have been prepared under the historical cost convention.

a) Foreign currency translation

Functional and Presentation Currency

The financial statements are presented in Fiji dollars, which is EC's functional currency, rounded to the nearest dollar.

Transactions and balances

Foreign currency transactions are translated into the functional currency using exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit or loss.

b) Cash

Cash and cash equivalents includes cash on hand and cash at bank.

c) Receivables

Receivables are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for impairment of receivables is established when there is objective evidence that the EC will not be able to collect all amounts due according to the original terms of the receivables.

d) Income tax

The Electoral Commission is exempt from income tax in accordance with the provision of Paragraph 2 of Part 1 of Regulation 3 of the Fiji Income Tax Act.

e) Property, plant and equipment

Property, plant and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Note 2 Basis of preparation and accounting policies (continued)

e) Property, plant and equipment (cont'd)

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method. The following annual rates are used for the depreciation of property, plant and equipment:

- Motor Vehicles 20 percent (20%)
- Office Equipment 10 - 20 percent (10%- 20%)
- Fixtures & Fittings 10 percent (10%)
- Computer Equipment 10 - 20 percent (10%- 20%)
- Plant and Machinery 20 percent (20%)

If there is an indication that there has been a significant change in depreciation rate, useful life or residual value of an asset, the depreciation of that asset is revised prospectively to reflect the new expectation.

f) Intangible asset

Intangible asset is a purchased software that is stated at cost less accumulated amortisation and any accumulated impairment losses. It is amortised over its estimated life of using the straight-line method. The software has an estimated useful life of 5 years.

If there is an indication that there has been a significant change in amortisation rate, useful life or residual value of an intangible asset, the amortisation is revised prospectively to reflect the new expectations.

g) Impairment of assets

At each reporting date, property, plant and equipment are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount, the higher of an asset's (or cash generating unit's) fair value less costs to sell and its value in use, of any affected asset (or group of related assets) is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognized immediately in profit or loss.

If an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognized for the asset in prior years. A reversal of an impairment loss is recognized immediately in profit or loss.

h) Trade and other payables

Trade and other payables are obligations on the basis of normal credit terms and do not bear interest. They are measured at amortised cost.

i) Employee benefit obligations

Superannuation

Contributions are paid to the Fiji National Provident Fund on behalf of employees to secure retirement benefits. Costs are included in profit or loss as the services are rendered by employees.

Note 2 Basis of preparation and accounting policies (continued)

i) Employee benefit obligations (cont'd)

Short-term benefits

Short-term employee benefit obligations are measured on an undiscounted basis and are expensed in profit or loss as the related service is provided. A liability is recognised for the amount to be paid under short-term benefits if the EC has a present or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be measured reliably.

Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates paid or payable.

j) Revenue recognition

Government grants and donor funds

Grants from the government are recognised at their fair value in profit or loss where there is a reasonable assurance that the grant will be received and the EC has complied with all attached conditions.

Grants and donor funds received where the EC has yet to comply with all attached conditions are recognised as a liability (and included in deferred income within trade and other payables) and released to income when all attached conditions have been complied with.

The government grant received from the Ministry of Finance for the year 2023-2024 is carried forward to 2024-2025 financial year. The grant request for the following financial year was subtracted from the funds left at the year end before release of grant for the new financial year. This portion of grant is recorded as a liability.

k) Leases

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases (net of any incentives received from the lessor) are charged to profit or loss on a straight-line basis over the period of the lease.

l) Value Added Tax (VAT)

The EC is registered for VAT purposes and as a result the financial statements are prepared on a VAT exclusive basis.

m) Comparatives

Where necessary, comparative balances have been adjusted to confirm with changes in the presentation in the current year.

i) Going Concern

The accompanying financial statements have been prepared on a going concern basis, which assumes that The Electoral Commission will continue to exist in the foreseeable future, and will be able to realise its assets and dissolve its liabilities in the normal course of business.

THE ELECTORAL COMMISSION
ACCOUNTING POLICIES AND EXPLANATORY NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

	2024	2023
	(S)	Restated (S)
Note 3 Administrative expenses		
Personal Emoluments	55,215	78,673
Stationary Expenses	3,898	500
Purchase of office supplies	-	716
Sundry Expenses	300	-
Catering	61	224
Hire of services	-	7,205
Information Technology expenses	-	378
Electoral commissioner allowance	58,500	99,560
Telecommunication expenses	261	73
Meeting and management expenses	4,938	4,627
Consultancy Fees	448	-
	<u>123,621</u>	<u>191,956</u>
Note 4 Voter Education and Outreach Expenses		
Advertising	-	46,323
Postage and courier expense	7	83
Travel and accommodation expenses	47,542	24,125
Marketing Cost	4,004	-
	<u>51,553</u>	<u>70,531</u>
Note 5 Depreciation		
Depreciation	4,294	-
	<u>4,294</u>	<u>-</u>
Note 6 Financial Expenses		
Bank charges	327	111
	<u>327</u>	<u>111</u>
Note 7 Cash		
Electoral Commission - Westpac Banking Corporation	3,939	377,483
Petty Cash	-	250
	<u>3,939</u>	<u>377,733</u>
Note 8 Receivables		
VAT Receivable	5,749	1,254
Staff Advance	543	-
	<u>6,292</u>	<u>1,254</u>
Note 9 Property, Plant and Equipment		
Computer Hardware		
Cost		
Opening Balance Cost 31/07/2023	-	-
Additions	32,650	-
Disposals	-	-
Closing Balance 31/07/2024	<u>32,650</u>	<u>-</u>
Accumulated Depreciation		
Opening Balance Cost 31/07/2023	-	-
Depreciation	4,294	-
Disposals	-	-
Closing Balance 31/07/2024	<u>4,294</u>	<u>-</u>
Closing WDV	<u>28,356</u>	<u>-</u>

THE ELECTORAL COMMISSION
ACCOUNTING POLICIES AND EXPLANATORY NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

Note 10	Trade and other payables		
	Creditors and accruals	8,360	7,884
	VAT payable	-	-
	Revenue Received in Advance	3,939	377,483
		<u>12,299</u>	<u>385,367</u>

Note 11	Employee entitlements		
	Opening balance	3,367	2,596
	Additional accrual during the year	2,077	3,625
	Benefits paid during the year	(4,929)	(2,854)
	Adjustments	70	-
	Closing balance	<u>585</u>	<u>3,367</u>

Note 12 **Prior period adjustment**
Reclassification of Comparative Figures (Expenses)

During the financial year, the EC undertook a review of its expense classification structure to enhance the transparency and comparability of financial reporting. This review aimed to ensure that expenses are more accurately aligned with the EC's operational activities and to improve the clarity of financial information for stakeholders, including government bodies, oversight institutions, and the general public.

As a result, certain expenses previously reported under other expenses have been reclassified into more specific functional categories, such as Voter Education and Outreach Expenses, which now includes advertisement, travel and accommodation and postage cost. Telecommunication, consultant and meeting and management expenses has moved to administrative expenditure as this relates to normal office expenditure. Depreciation is recorded as a separate line item. This reclassification was made in accordance with Section 3 (Financial Statement Presentation) and Section 10 (Accounting Policies, Estimates and Errors) of IFRS for SME's standard.

The reclassification has been applied retrospectively to ensure comparability. This does not impact the net reported surplus/deficit or the net assets for the prior or current periods.

Effect on Comparative Statement of Income and Expenditure

The reclassification provides a more accurate representation of the EC's resource utilisation by functional area, in line with the strategic and operational priorities, especially in the context of preparing for and conducting national and local elections.

	2023 (as previously)	Reclassification	2023 (as restated)
Administrative Expenses	187,256	4,700	191,956
Voter Education and Outreach Expenses	-	70,531	70,531
Other Expenses	75,231	(75,231)	-
	262,487	-	262,487

Note 13 **Commitments**

Commitments under operating leases

The EC does not have any commitments under non-cancellable operating leases that falls due.

THE ELECTORAL COMMISSION
ACCOUNTING POLICIES AND EXPLANATORY NOTES TO THE FINANCIAL STATEMENTS (CONT'D)
FOR THE YEAR ENDED 31 JULY 2024

Note 14 Contingent Liabilities

Contingent liabilities amounted to \$....nil....as at 31 July 2024 (2023:nil).

Note 15 Subsequent events

The EC has entered into a non Election Year following the interval between the end of the financial year and the date of this report. Any item, transaction or event of a material and unusual nature likely, in the opinion of the Chairperson, did not affect significantly the operations of EC, the results of those operations, or the state of the affairs of EC, in subsequent financial years.

Note 16 Related party transactions

Identity and transactions

(i) FEO means the Office of the Supervisor of Elections which is responsible to the Electoral Commission and the Supervisor for the conduct of elections in accordance with the Constitution and the Electoral Decree. The role of the organisation is to conduct free and fair elections in a professional, just and transparent manner.

ii) During the year, FEO received an operating grant of \$5,531,156 (2023: \$26,266,052) from the Government of Fiji.

(iii) During the year, the EC did not receive the operating grant from Ministry of Finance. The balance carried over from 2023, amounting to \$231,226 was utilised during the year.(2023:\$648,893). Government grant amounting to \$146,257 was refunded back to the Government.

The Electoral Commission members are appointed by the Office of the President. There are 7 commissioners appointed for a term of three years. One of the members from the 7 commissioners is appointed as a Chairperson. During the financial year, the commissioners were:

Name	Position	Date	Allowance Paid
Barbara Malimali	Acting Chairperson	01/08/2023-15/08/2023	1,000
Ateca Ledua	Member	01/08/2023-31/07/2024	2,500
Nemani Mati	Member	01/08/2023-31/07/2024	11,000
Ratu Inoke Dokonivalu Loganimoce	Member	01/08/2023-31/07/2024	10,500
Nalini Singh	Member	01/08/2023-31/07/2024	8,000
Reginald Manor K Jokhan	Member	01/08/2023-31/07/2024	10,000

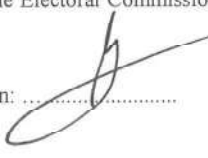
New Appointments			
Barbara Malimali*	Chairperson	16/08/2023-31/07/2024	10,000
Atu Emberson Bain	Member	16/08/2023-31/07/2024	9,000

The Electoral Commission could not determine the appointment and resignation for the Electoral Commissioners as some documents are not provided to the Electoral Commission. The appointment and resignation is handled by the Constitutional Officers Commission. Ms Barbara Malimali was confirmed as EC chairperson in August 2023 and resigned following the end of the financial year in August 2024. There is no significant and material impact on the operations and finances of the Electoral Commission due to non disclosure of the dates.

There was total of 2 staff and 6 Commission members at 31 July 2024.

Note 17 The financial statement were approved by the Chairperson of The Electoral Commission and authorised for issue on:

Name: USALA RATAVILI
Date: 24/7/2025

Sign: 

ANNEXURE 3

Fijian Elections Office
2024 Annual Report



FIJIAN ELECTIONS OFFICE

2024

ANNUAL

REPORT



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Abbreviations

BVR	Biometric Voter Registration
ESI	Electoral Services International
EVR	Electronic Voter Registration
FEO	Fijian Elections Office
GIS	Geographic Information System
HRD	Human Resources Department
ICT	Information and Communication Technology
IE	Industrial Elections
IFES	International Foundation for Electoral Systems
LDU	Learning & Development Unit
NRV	National Register of Voters
PO	Presiding Officer
PoR	Protocol of Results
PV	Polling Venue
PVL	Provisional Voter List
SoE	Supervisor of Elections
SP	Strategic plan
VSCs	Voter Services Centres

Vision

Excellence in the conduct of elections that strengthens democracy in Fiji.

Mission

We deliver electoral services that have the trust and confidence of our stakeholders.

Guiding Principles

Guided by our mission and in realising our vision, we commit to uphold the following Guiding Principles:

- a. **ACCESSIBILITY** - We strive to strengthen electoral processes to foster inclusiveness and equal participation for all eligible voters to exercise their right to vote.
- b. **ACCOUNTABILITY** - We take ownership and responsibility of our actions and decisions.
- c. **COLLABORATION** - We are committed to strengthening relationships with our stakeholders to promote greater electoral participation and trust on election integrity.
- d. **IMPARTIALITY** - We are non-partisan and committed to neutral and fair conduct.
- e. **INDEPENDENCE** - We operate independently in accordance with the rule of law.
- f. **INNOVATION AND CREATIVITY** - We create innovative solutions to meet the needs of our stakeholders within the confines of our legal mandate.
- g. **INTEGRITY** - We are mandated to carry out our responsibilities in accordance with the rule of law and upholding high levels of ethical standards.
- h. **PROFESSIONALISM** - We strive to ensure service excellence to all our stakeholders.
- i. **GOOD GOVERNANCE** - We implement and uphold good governance practices to ensure transparency and adherence to the rule of law.



Foreword

It is with great pride that I present the Fijian Elections Office (FEO) Annual Report for 2024. This report captures the key initiatives, activities, and achievements of the Office throughout the year, as we continue our journey of strengthening electoral integrity and rebuilding public trust in the electoral process.

The year 2024 was marked by a renewed focus on transparency, innovation, and stakeholder engagement. Through strategic partnerships, technological advancements, and inclusive outreach, the FEO has expanded its role as a trusted institution committed to empowering all Fijians to participate meaningfully in democratic processes.

This report outlines the progress made across each directorate, details the implementation of our strategic initiatives, and reflects our commitment to excellence in electoral administration. I extend my gratitude to our dedicated staff, development partners, civil society organizations, and the people of Fiji for their continued support and collaboration.

As we look ahead to upcoming electoral events, including the anticipated Local Government Elections and preparations for the 2026/2027 General Election, the FEO remains resolute in its mission to deliver accessible, transparent, and credible elections.

Ana Mataciwa

Supervisor of Elections



Introduction

The 2024 Annual Report provides a comprehensive overview of the operations, programs, and strategic initiatives of the FEO. This document highlights our efforts to strengthen the electoral framework, enhance voter engagement, and improve institutional capacity in line with the FEO Strategic Plan 2024–2027.

During the reporting period, the FEO executed a wide range of electoral support activities including the development of long-term operational plans, capacity-building programs, upgrades to core voter registration systems, and extensive stakeholder engagement initiatives. These efforts reflect our ongoing dedication to providing electoral services that are professional, impartial, and people centred.

The report is structured by directorates and thematic areas to ensure a transparent account of progress made, resources utilized, and challenges encountered. As we continue to modernize and innovate, the FEO remains committed to democratic governance and to ensuring that every Fijian can freely exercise their right to vote.

Executive Directorate

Executive Directorate

The Executive Directorate of the FEO, headed by the Supervisor of Elections (SoE), provides strategic leadership and coordination across key operational areas and directly supports her in fulfilling her role as head of the organisation. The Directorate comprises of the Legal Department, Stakeholder Engagement and Awareness Department, Office of the Internal Auditor, Executive Secretary, and the Secretariat staff of the Electoral Commission (EC). It is responsible for ensuring legal compliance, advancing international cooperation, promoting accountability through internal audits, supporting the effective operations of the EC, and enhancing public confidence in the electoral process through inclusive communications and stakeholder engagement.

Legal

Legal Department

The Legal Department has now grown to a three member team with revised positions in 2024. The Manager Legal, Mr Mesake Dawai was appointed to his position in August of 2024. The position of Political Parties Engagement Coordinator was renamed Compliance Coordinator with Ms Rachel Simmons acting in the role from August 2024 until being fully appointed in November of the same year. The position of Research Officer was renamed to Legal Officer with Mr Rahul Chand appointed to act in the position from August 2024.

The Legal Department provides the following services to the FEO:

- Legal vetting of all FEO documents to be published, contracts, and content put out for our stakeholders;
- Provide legal research on best practices;
- Provide legal opinion and advise to the executive management of the FEO;
- Monitor compliance for Political Parties in submitting financial disclosures to the Registrar of Political Parties;
- Manage relevant projects assigned by Executive Management; and
- Any other assigned duties by the ASoE.

Local Government Elections Working Group

Since the passing of the Local Government (Amendment)(No.2) Act 2023, the legal department prepared a Draft Regulations for the Local Government Elections which was endorsed by the Working Group and submitted to the Solicitor General's Office for vetting. There were various consultations that took place this year between the Ministry of Local Government, the EC, FEO, the Ministry of iTaukei Affairs, the Ministry of Lands, Ministry of Finance and Solicitor General's Office. Most of the consultations related to finalising timelines, budgets, Ward Boundaries and the number of councillors per ward.

However, at the end of 2024, nothing has been finalised about the conduct of local government elections given that some of the legal requirements are still being sorted out.

Investigation into the Glitch

This year, not much was done about the Glitch investigations. Despite numerous follow ups and a couple of meetings with SG's Office and the Taskforce from Ministry of Home Affairs, nothing substantive was done about the glitch investigations.

Legal Review of Electoral Laws

The Legal Department facilitated workshops internally to gather feedback on amendments pertaining to electoral procedures as contained in the three (3) laws. The FEO is grateful to the New Zealand Electoral Commission for assigning Ms Deidre Brookes, a Technical Advisor, who assisted the team in finalising proposed amendments for the three laws. There was nothing confirmed for electoral law reform, but this did not stop the FEO from conducting its own internal review on the three (3) laws.

Political Party Management

Political Parties Management

The Registrar of Political Parties effectively managed political parties by ensuring that they complied with all statutory requirements. The Compliance Coordinator, the responsible staff who provides a supporting role to the Registrar of Political Parties provided all support and has been the focal point for political parties liaisons.

Registered Political Parties

At the beginning of 2024 there were eight (8) registered political parties in Fiji and they are listed as follows:

1. All Peoples Party
2. FijiFirst
3. Fiji Labour Party
4. National Federation Party
5. Social Democratic Liberal Party
6. The People's Alliance
7. Unity Fiji
8. We Unite Fiji Party

There were no new registered parties in 2024. There were no political party suspensions in 2024. However, FijiFirst was the only party that was deregistered on 1 July 2024 after failing to amend its party constitution to include provisions required under Schedule 2 of the Political Parties (Registration, Conduct, Funding and Disclosures) Act 2013.

An appeal was lodged to the EC by Hon Alvick Maharaj which is currently still pending.

Invitations of Political Parties

In 2024, the FEO invited political parties to the following organised events:

Date	Venue	Event
22.03.24	FEO Conference Room	Political Parties Meeting.
12.06.24	GPH, Suva	Workshop on Countering Threats of Disinformation and other Harmful Speech for Elections in Fiji.
8-10.07.24	Holiday Inn, Suva	Introduction to Elections Workshop.
23-24.10.24	GPH, Suva	Political Finance Workshop.

Stakeholder Engagement

In 2024, the FEO strengthened its domestic stakeholder engagement through targeted in-country initiatives designed to enhance transparency, civic understanding, and public confidence in electoral processes. A flagship effort was the launch of the Voter Perception Survey, which collected insights from voters across the country to inform service improvements. The public launch was attended by key stakeholders, including representatives from civil society and government.

To reach a wider audience, the SoE featured in a series of televised public information interviews on platforms such as MaiTV's "Na Veiliutaki", FijiTV's "Close Up", FijiVillage's "Straight Talk", FBC TV's "Your Voice" and the Fiji Times "The Lens @177" program, directly addressing the electorate on key themes like electoral participation and reforms.

The FEO also marked its presence in public-facing government initiatives by participating in Civil Service Week, where it showcased electoral processes and engaged directly with citizens. Additionally, the FEO was represented at events like the Women Entrepreneurs Business Council forum, helping to connect the importance of women's participation in both business and democratic governance.

Other meaningful engagements included the FEO's hosting of LDS College Year 8 students, which provided early exposure to civic education, and the SoE's address to the Leadership Fiji 2024 cohort, where she emphasized the

importance of ethical leadership in elections. These initiatives reinforced the FEO's commitment to civic empowerment, particularly among youth and community-based audiences.

Additionally, during the implementation of the 2022 General Election Voter Perception Survey in August 2024, the FEO was invited by faith-based organisations to set up booths and conduct the survey during their week-long conferences. The FEO was also given opportunities to deliver awareness sessions and address members of the delegations. These faith-based organisations included the Methodist Church in Fiji, the Assemblies of God Fiji, and the Sanatan Pratinidhi Sabha of Fiji.

Similarly, the FEO, in collaboration with various Municipal Councils, was invited to participate in festivals organized across different towns and cities. In Suva, the FEO took part in the 2024 Hibiscus Festival; in Lautoka, the 2024 Sugar Festival, and in Labasa, the 2024 Friendly North Festival.

Through these efforts, the FEO demonstrated its commitment to inclusive, community-based stakeholder engagement, in line with its strategic objective of rebuilding trust and fostering an informed and active electorate.

FEO ACTIVITY	DATE
School Elections Facilitators Training	01-02.02.2024 / 17.02.2024
Launch of the School Elections Toolkit Pilot Programme	15.02.2024
School Elections Visit by ASoE	15.02 - 06.03.2024
PNG Electoral Practitioners ROLL Management Workshop - Brisbane. Manager ICT and Operations Coordinator Voter Registration attended on invitation of the Australian Electoral Commission for knowledge sharing and best practices.	19-20.02.2024
IRI-FEO Collaboration for All Political Party Conference on Strategic Communication and Social Media.	26-28.02.2024
SoE participates at the 4th Intergenerational Convention conducted by the Fiji Women's Forum.	04.03.2024
FEO and UNDP Sign VOTE-Fiji Project Agreement (7.5 million FJD)	08.03.2024
FEO conducts internal training by external stakeholders OHS and Fire Warden	18 - 21.03.2024

FEO Conducts first internal Gender and Disability Inclusion Workshop	04-05.03.2024
Courtesy Call from International IDEA - Antonio Spinelli	25.03.2024
Bilateral Discussion with World Bank Mission on Statistical Innovation and Capacity Building for the Pacific Islands	27.03.2024
Post-Disability Survey Reflection Workshop in Marshall Islands attended by Director Operations	27 - 28.03.2024
International Election Observation program, 22nd National Assembly Election South Korea on invitation of National election commission of the republic of Korea . The FEO sent the Internal Auditor and ICT programmer to attend	04 - 12.04.2024
MSG Observer Mission 2014 Joint Elections in Solomon islands, on invitation of the Melanesian Spearhead Group. Operations Coordinator North attended on behalf of the FEO	15 - 22.04.2024
Introduction to Elections Workshop for 14 Government Ministries and statutory bodies	17-18.04.2024
Courtesy call by UK High Commissioner to Fiji	19.04.2024
ASoE Chief Guest at Fiji Medical Association West Mini-Conference	27.04.2024
International IDEA Protecting Electoral Processes in the Information Environment Phase 2 workshop	01-02.05.2024
First CSO BRIDGE Workshop on development of Civic and Voter Education Materials	01 - 03.05.2024
Introduction to Elections Workshop for EDAWG Members and OPDs	06-07.05.2024
SoE first TV interview - MaiTV's Na Veiliutaki	27.05.2024
SoE second TV interview - FijiTV's Close Up	02.06.2024
SoE third TV interview - FijiVillage 'Straight Talk'	06.06.2024

SoE fourth TV interview - FBC TV Your Voice	07.06.2024
Pacific Roll Integrity Workshop in Samoa, invited by the NZEC and PIANZEA, Manager Voter Registration and Operations Coordinator Voter Registration attended	10 - 13.06.2024
Election Management Capacity Building Program: Voter & Civic Education organised by the Korean Civic Education Institute for Democracy and was attended by Operations Coordinator Eastern, Learning and Development Officer and Operations Assistant Voter Registration.	11 - 19.06.2024
SoE Official Travel to Canberra accompanied by Manager Stakeholder Engagement and Awareness and Australian High Commission Suva First Secretary Rebecca Brown to attend Canberra Series on Electoral Integrity Conference	24 - 28.06.2024
SoE's Talanoa Session with Fijian diaspora in Canberra, facilitated by Fiji High Commission in Canberra	28.06.2024
International IDEA Protecting Electoral Processes in the Information Environment Phase 3 Workshop	01.07.2024
FEO GIS Officer participates in Regional User Conference	02.07.2024
FEO participates in first Civil Service Week celebrations	01-05.07.2024
FEO conducts introduction to elections workshop for Political Parties	08 - 10.07.2024
FEO conducts Workshop for Media on Elections - Central, Western and Northern	15 -22.07.2024
Knowledge Exchange Programme, Manager Legal with NZEC Technical Advisor in Tokelaua and Samoa	22 - 26.07.2024
FEO conducts Empowering Youths through Voter Education workshop, Suva	24-26.07.2024
FEO conducts Empowering Youths through Voter Education workshop, Lautoka	31.07-02.08.2024

SoE's participation in the Women Entrepreneurs Business Council (WEBC)'s Panel Discussion	01.08.2024
FEO conducts Elections Security Advisory Group Review	06.08.2024
FEO launches Conduct of Voter Perception Survey	23.08.2024
Conduct of Voter Perception Survey	23.08 - 04.10.2024
SoE invited to meet with Leadership Cohort 2024	28.08.2024
FEO conducts review workshop for the SET pilot Programme	05.09.2024
Operations Planning Workshop	18-20.09.2024
Signing of the Cyber and Information Resilience Elections Network initiative in Singapore by the SoE accompanied by Manager ICT	24 - 26.09.2024
FEO commits staff to 8 weeks Basic Sign Language Classes	27.09-15.11.2024
PIANZEA Senior Officials Meeting in Nukualofa Tonga attended by the SoE	08 - 09.10.2024
LDS College Year 8 students visit the FEO	11.10.2024
Election Planning Workshop 1	15-17.10.2024
FEO participates in the 2024 World GIS Day	16.10.2024
Knowledge Exchange Programme, Operations Coordinator Eastern and West capacity building for electoral operations in New South Wales	21.10 - 01.11.2024
Participation in the 6th General Assembly of the A-WEB , Bogota Columbia FEO was represented by Director Corporate Services and the Executive Secretary	21 - 25.10.2024
Knowledge Exchange Programme in Wellington New Zealand facilitated by the NZEC for Director Operations to understand Dictation Voting	21 - 25.10.2024
Political Financing Workshop (FEO and International IDEA)	23-24.10.2024

Election Observation for the Parliamentary Elections in Tbilisi Georgia attended by Divisional Manager East and Manager Procurement and Asset Management	24 - 26.10.2024
FEO hosts knowledge exchange from Office of the Electoral Commission Samoa, Principal ICT Officer Mr Shalom Maiava to have an in-depth understanding of the FEOs ICT infrastructure	28.10 - 01.11.2024
US Election Program, organised by IFES in Washington DC for the US Presidential Elections attended by the SoE accompanied by the Community and International Engagement Coordinator	4 - 6.11.2024
Voter Perception Survey Internal Review Workshop	07-08.11.2024
Executive Workshop on AI Literacy in Elections organised by International IDEA in Kuala Lumpur Malaysia attended by Manager ICT	18 - 20.11.2024
FEO Co-hosts Commonwealth Elections Professionals Pacific Regional Talanoa in Nadi with the Commonwealth Secretariat	18 - 22.11.2024
Study Mission by the Solomon Islands Electoral Commission to the FEO	2 - 6.12.2024
BRIDGE Workshop: Introduction to Electoral Administration in Port Vila Vanuatu organised by PIANZEA	4 - 6.12.2024

International Relations – 2024

The year 2024 marked a significant period of international engagement for the FEO, aligning with the global electoral calendar and regional opportunities for cooperation. The Office strengthened its international visibility and partnerships through both inbound and outbound exchanges, reinforcing Fiji's standing as a committed contributor to electoral integrity and innovation in the Pacific.

A major achievement was the signing of the Voter Outreach for Transparent Elections (VOTE) Fiji Project, a joint initiative with the United Nations Development Programme (UNDP) to deliver enhanced civic

education and voter outreach services across Fiji.

In June 2024, the SoE, accompanied by the Manager SEA and the First Secretary of the Australian High Commission in Suva, Ms. Rebecca Brown, undertook official travel to Canberra, Australia, to attend the Canberra Series on Electoral Integrity Conference. The visit, held from 24–28 June, was part of the FEO's ongoing efforts to engage in regional discourse on electoral transparency, resilience, and innovation. While in Australia, on 28 June, the SoE also hosted a Talanoa Session with members of the Fijian diaspora, reinforcing the FEO's commitment to inclusive engagement and strengthening connections with overseas communities ahead of Fiji's next electoral cycle.

In the spirit of regional solidarity, the FEO officers participated in the Melanesian Spearhead Group (MSG) Observer Mission for the Solomon Islands elections, contributing to regional monitoring efforts and electoral diplomacy.

Further strengthening bilateral ties, the FEO welcomed a courtesy call from the UK High Commissioner to Fiji and hosted a technical visit from PNG's Constitutional and Law Reform Commission. These engagements provided platforms to explore areas of mutual interest and collaboration in electoral development.

The FEO also co-hosted the Commonwealth Elections Professionals Initiative (CEP) Pacific Regional Talanoa, in Nadi which brought together election professionals from across the region to share strategies on stakeholder engagement and awareness. Participation in the PIANZEA Senior Officials Meeting in Tonga and the 6th General Assembly of the Association of World Election Bodies (A-WEB) in Bogotá, Colombia, reinforced the FEO's commitment to global cooperation and technical advancement.

Two (2) major international election events followed later in the year. From 24 to 26 October, FEO officers were deployed to observe the Parliamentary Elections in Georgia, gaining firsthand insights into parliamentary electoral systems, international electoral standards, and election-day operations. In November, the FEO participated in the US Election Program, hosted by the International Foundation for Electoral Systems (IFES) in Washington, D.C., where it observed the conduct of the 2024 US Presidential Elections. This participation offered valuable exposure to large-scale electoral logistics, stakeholder coordination, and voter engagement strategies in one of the world's most established democracies.

Through its active international engagements in 2024, a year marked by numerous national elections across the region and globe, the FEO maintained a strong diplomatic and technical presence, affirming its role as a respected partner in the international electoral.

Internal Audit

Internal auditing is an independent, objective assurance and consulting function designed to add value and improve the effectiveness of an organization's operations.

Following this reinstatement, an Internal Audit Plan for 2024 was developed and formally approved by the SoE in April 2024. The audit work for the year was carried out in alignment with this plan, contributing to enhanced oversight and operational accountability within the FEO.

During the year, the Internal Audit Coordinator undertook a range of critical audits and governance support activities, including:

- Monitoring of Strategic Plan Objectives – Tracked and reported on the progress of measurable objectives under the Strategic Plan on a quarterly basis.
- Operational Plan Development – Participated as a committee member in the development of the 2024 Operational Plan.
- Investigation Committee Membership – Served as a member of the investigation committee, supporting the review of matters requiring internal scrutiny and independent assessment.
- Warehouse Operations Audit – Conducted a comprehensive audit of warehouse operations, including random sampling of inventory as part of the stocktake process.
- Surprise Cash Counts – Performed two unannounced cash counts during the year to assess and confirm the accuracy of on-hand cash balances.
- Petty Cash Audit – Reviewed petty cash vouchers to ensure appropriate usage, documentation, and compliance with financial procedures.
- Leave Management Audit – Assessed the leave management process for policy adherence, accuracy, and proper recordkeeping.
- Data Cleaning Audit – Audited the data cleaning exercise to ensure data accuracy and completeness, particularly in relation to voter registration records.
- Bank Reconciliation Audit – Verified the bank reconciliation processes to ensure timely and accurate alignment of bank and accounting records.

As outlined in the FEO Strategic Plan 2024–2027, Internal Audit is required to complete at least 75% of the audits scheduled in the annual Internal Audit Plan. In 2024, a total of 11 out of 14 planned audits were successfully completed, achieving 78.6% of the targeted audits and meeting the Strategic Plan's performance benchmark.

Corporate Services Directorate

Corporate Services Directorate

The FEO's Corporate Services Directorate comprises of the Human Resources Department, Procurement Department, Finance Department, ICT Department and the Learning and Development Unit. Its main role is to ensure that the FEO is equipped with the required number of staff, resources and that it operates within the budgetary allocation given by the Government to carry out its responsibilities under the law.

Human Resources

The core functions of the Human Resources Department (HRD) include conducting merit-based recruitment and selection processes to ensure the appointment of high-performing, honest individuals who uphold the highest standards of integrity. The HRD is also committed to promoting equal employment opportunities and is responsible for reviewing and confirming position-based remuneration and benefits across the FEO.

In 2024, the HRD successfully completed several SP initiatives aimed at strengthening organisational capacity and operational efficiency. Key achievements included identifying the staff welfare initiative for the FEO, finalising the ongoing organisation structure and streamlining the timesheet process.

In addition to its SP initiatives, the HRD carried out several key operational activities in 2024.

1. Post Processing

A total of seven (7) recruitment batches were advertised during the year. The breakdown of these recruitment activities is as follows:

i. Batch A/2024

A1/2024	Graphics Design Coordinator	Appointed
A2/2024	Digital Content Creation & Development Coordinator	Re-advertise

ii. Batch B/2024

B1/2024	Executive Secretary to Electoral Commission	Appointed
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iii. Batch C/2024

C1/2024	Digital Engagement Assistant	Re-advertise
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iv. Batch D/2024

D1/2024	Manager Legal	Appointed
D2/2024	Manager Learning & Development	Appointed
D3/2024	Manager Stakeholder Engagement & Awareness	Appointed
D4/2024	System Analyst / Programmer	Appointed
D5/2024	Accountant	Appointed
D6/2024	Programmer	Appointed
D7/2024	Community & International Engagement Coordinator	Appointed
D8/2024	Digital Engagement Assistant	Appointed

v. Batch E/2024

E1/2024	Administrative Assistant to Electoral Commission	On-hold
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vi. Batch F/2024

F1/2024	Compliance Coordinator	Appointed
F2/2024	Learning & Development Coordinator	Appointed
F3/2024	Learning & Development Officer	Appointed
F4/2024	Warehouse Supervisor	Appointed

vii. Batch G/2024

G1/2024	Divisional Manager Northern	Appointed
G2/2024	Programmer	Re-advertise
G3/2024	Legal Officer	Appointed
G4/2024	Divisional Administrative Assistant	Appointed
G5/2024	Fleet Assistant	Appointed
G6/2024	Procurement Assistant	Appointed
G7/2024	Driver	Pool Position
G8/2024	Logistics Assistant	Pool Position

2. Job Evaluation Exercise

In line with its commitment to enhancing organisational efficiency, internal equity, and market competitiveness, the FEO undertook a comprehensive job evaluation exercise. The initiative aimed to improve the organisational structure, remuneration system, and overall job classification, ensuring alignment with the FEO's strategic objectives.

To identify a suitable partner for this critical undertaking, the FEO invited proposals from five reputable accounting firms. Of these, two firms submitted detailed proposals. Following a thorough evaluation and careful deliberation, Grant Thornton (formerly known as PwC) was selected to carry out the job evaluation exercise.

3. Performance Management System (PMS)

During the year, the organisation continued to implement a robust PMS to assess and enhance employee productivity and alignment with strategic goals. Regular performance evaluations were conducted, focusing on key deliverables, competencies, and individual contributions. Based on the outcomes of these assessments, staff were remunerated accordingly, ensuring a fair and transparent link between performance and reward.

Information and Communication Technology

This report provides a summary of Information and Communication Technology (ICT) activities undertaken by the Fijian Elections Office during the year 2024. These initiatives were designed to enhance service delivery, ensure operational continuity, reinforce cybersecurity, and support the organization's broader digital transformation goals.

Key ICT Activities

Infrastructure Upgrades

- **Server Modernization:** upgrade existing server infrastructure from a 3 Tier Virtualised Environment to a Hyper Converged Infrastructure using Lenovo, Nutanix and VMware with a 10gig network connectivity. This was a major upgrade and a milestone for the FEO since 2012 as the solution was designed to work effectively for the next 3 years and providing better performance, uptime and scalability bundled together with a immutable back solution.
- **Disaster Recovery Site:** acquired a permanent space and installed a dedicated 42RU Rack for FEO Co-location at the ITC Services Data Centre. A major upgrade is planned for 2025.

- Voter Service Centre Network: redesigned the network and installed routers at all locations to provide better and secure connectivity.

Cybersecurity Enhancements

- Firewall & Endpoint Protection: updated firewall firmware to latest version and enhanced security configurations. ESET Endpoint protection updated to cover vulnerability check, patch management and application for mobile devices.
- BVR System access: implemented a secure connected method whereby all users can only access the BVR Web Application through a secure VPN Connection. The web based BVR system also had a 2 factor authentication feature enabled which provided another layer of security in order to access the BVR system.

Software and Systems Development

- Assisted and supported the EVR department through the development and implementation of the web based Biometric Voter Registration system which was conducted from May and completed by October 2024. This project was also a major milestone achievement for the FEO since there was no upgraded conducted on the application since its implementation.
- Applications Review and Update: preparation of plans for the upgrade and enhancements on systems and applications from the post election review report.
- Website Updates: Conduct updates on public facing websites for improved user experience, mobile compatibility, and search engine optimization.
- Development of new systems: – a newer Inventory Management System was developed from scratch taking into account the exact requirements from the Procurement and Asset Management Team.
- Microsoft 365 – in order to have an active and healthy compliance status for Microsoft products being used within the FEO, a new product was introduced and implemented for which was M365 Business Apps which included MS Word, Excel, PowerPoint and Teams.

ICT Support and Maintenance

- Helpdesk Operations: Increased responsiveness of the ICT helpdesk by educating all user to send all ICT requests to the ICT Helpdesk. Reviewing responses times and ensuring that tickets are attended to in a timely manner. Configured a feature whereby tickets that are older than 7 days is notified to the ICT Team.
- Hardware Maintenance: Regular servicing and replacement of outdated hardware across departments and EVR Kits.

Digital Transformation Initiatives

- Digitalise Process Workflows – creation of an online platform for Transport, Procurement and Warehouse Requests and move away from the paper based system. The TRF platform was designed and

- implemented for testing in Q4 of 2024 which gave successful results. This system was later accepted and fully implemented for in the business operations environment.

Achievements and Impact

- **Productivity Gains:** A new and better server infrastructure resulted in the overall improvement in the systems performance, downtime and availability.
- **Cyber Resilience:** No major breaches recorded; incident response time was significantly reduced.
- **Improved User Experience:** Staff satisfaction with ICT services increased based on internal feedback surveys.
- **Cost Savings:** From reduced hardware maintenance and on-premises server costs.

Challenges

- Budget constraints delayed some infrastructure projects.
- **Connectivity Issues in Remote Areas:** Internet access for field offices remained a challenge in rural locations.
- Adoption resistance in some departments to new digital tools and security.
- Delayed approvals and acceptance for new systems implementation.
- Delays in parts being shipped into the country for the server upgrade project.

Election Projects

- Discussions started on Local Government Elections and what systems and services may be required.

Finance

The core function of Finance Department is to provide financial and administration support to ensure that Election commitments are met. The department has to ensure that all legislative requirements are met, and that all financial and administration support required for the election operations are provided in a timely, efficient and effective manner.

The following are the activities that were completed for the year 2024.

- Conducted budget consultations/preparation with each directorate.
- Compiled and submitted the local Government budget.
- Compiled and submitted the 2024-2025 operating budget.
- Managed appropriate financial records for donor funds.
- Requested operational grant for EC and FEO.
- Prepared annual financial statement for the year 2023-2024.
- Assisted in the conduct of financial statement audit for the year 2022-2023.
- Completed monthly reconciliations.

- Prepared and submitted monthly expenditure reports and ad hoc expenditure reports for the EC and the FEO.

Budget /Expenditure

This annual report falls on two different financial year/budget year. The months from January 2024 to July 2024 is for the budget year 2023-2024 whereas the months from August 2024 to December 2024 is for the budget year 2024-2025. The total funds released by Ministry of Finance for the year 2023-2024 was \$5,531,156.00. whereas for the year 2024-2025, \$6,757,094.00 has been allocated. The table below summarise the expenditure summary for two different budget cycles.

FEO EXPENDITURE REPORT JANUARY 2024 TILL DECEMBER 2024			
	JANUARY - JULY EXPENDITURE	AUGUST -DECEMBER EXPENDITURE	TOTAL
Fixed Assets	221,557	175,422	396,980
Other operational Exp	27,563		27,563
Information Technology Expenses	104,644	71,275	175,920
Consultants Fees	23,710	12,940	36,650
Depreciation	256,848		256,848
Insurance	5,703	29,943	35,646
Legal Fees	68,457	63,870	132,326
Loss-Disposal Fixed Asset	288		288
Marketing Costs	60,413	35,251	95,664
Newspaper & Subscription	798	23,649	24,447
Personnel Emoluments Expense	1,457,386	1,131,286	2,588,672
Staff Training - Training	11,991	21,057	33,047

Postage and Courier Expense	10,513	3,602	14,115
Office Administration Expense	474,685	262,990	737,676
Telecommunication Exp	87,134	56,399	143,532
Travel and Accommodation Expense	85,797	134,678	220,475
Financial Expense	1,016	684	1,700
Operating Expense - Total	2,898,502	2,023,045	4,921,548

Procurement

The Procurement and Asset Management Unit plays a critical role in supporting the effective functioning of the Election Management Body by ensuring the transparent, timely, and efficient acquisition, distribution, and management of goods and services essential for the electoral process.

Key Functions:

Procurement

- Develops procurement plans aligned with the electoral calendar and budget.
- Manages the sourcing and acquisition of electoral materials, equipment, and services.
- Ensures compliance with procurement regulations and donor requirements.
- Oversees transparent bidding, tendering, and contract management processes.

Asset Management

- Maintains accurate inventory and records of electoral assets.
- Oversees the tagging, tracking, distribution, and maintenance of both fixed and movable assets.
- Ensures secure storage and timely deployment of materials to and from electoral sites.

- Conducts regular audits and manages the disposal or reassignment of obsolete items.

Operational Support

- Coordinates logistics to ensure the smooth delivery and retrieval of sensitive and non-sensitive materials.
- Works closely with field offices and other units to support voter registration, polling, and result transmission activities.

Key Activities

1. Board of survey
2. Asset Register
3. Yearly report of written down value of all assets to FC
4. Renewal of service and rental agreements
5. Insurance renewal
6. General stock takes and stock card updating
7. Project Assistance – PVA and Voter Perception Survey
8. Tender of worn out vehicles
9. Destruction of 2022 General Election Materials
10. General management of 13 Fleet
11. Property management (Three VSC, Warehouse and HQ office)
12. Update of policies (Tender, Procurement, Asset, Fleet, Warehouse & Logistics)
13. Budget consultation with other departments
14. Carry out need departmental need assessment

Learning and Development Unit

Learning and Development Unit (LDU) is revolving based on the FEO's needs. It is also responsible for staff capacity building both internally and externally.

Learning and Development Strategy at FEO

The LDU's contribution is crucial for the growth and success of FEO.

In support of the FEO's Strategic Plan 2024-2027, the LDU completed the development of its Four (4) year Training and Development Plan and commenced with implementation of the same. In relation to quarterly two (2) training or capacity development programs, for the year 2024, LDU completed the following trainings; Training Great, Fire Warden, Occupational Health and Safety module one (1) and two (2), Time Management, Harassment and Bullying, OHS module three (3) and four (4), Gender and Disability Training, Risk Management Workshop.

Annually, the two (2) external training or capacity development opportunities provided were the Leadership Symposium in March 2024, Training of Trainers, 5th National Conference on Information Technology, Payglobal Learning & Development Module, Fiji Tech Summit, FMF Leadership Symposium and Women in Leadership.

Further to this, the LDU successfully led multiple strategic initiatives that significantly contributed to organizational goals. These included the scoping of the Fijian Electoral Education Center (FEEC), which was approved by Management, and the approval of the new branding to the Institute of Democracy and Electoral Education (IDEE), marking a key milestone in our LDU strategy.

Additionally, the development of the School Electoral Toolkit that was successfully piloted to ten (10) secondary schools provided teachers with a practical resource to promote civic engagement and democratic participation among students.

Furthermore, the Introduction to Election session was conducted to provide participants with a comprehensive understanding of voting and its critical role in democratic processes. It began by defining voting and explaining its significance as a fundamental right and civic duty. Participants learned about the importance of conducting elections. The session also highlighted the close relationship between democracy and elections. Additionally, participants were introduced to the various activities carried out during different periods of an electoral calendar. Finally, the session explained the three primary methods of voting used in Fiji.

Lastly, the Learning Management System was successfully implemented, accompanied by training provided to the LDU team.

Operations Directorate

Operations

In 2024, the Operations Directorate continued to enhance its systems and processes to ensure the FEO remains prepared for the 2026 General Election and other electoral events. The Directorate focused on strengthening accountability, inclusivity, and transparency in all operational activities. Key efforts were directed toward refining logistical frameworks, improving coordination mechanisms, and supporting strategic initiatives aimed at building public confidence and delivering efficient, reliable electoral services.

Voter Registration Services

In 2024, the FEO continued to strengthen its engagement with the public by delivering voter services through its three (3) Divisional Voter Services Centres (VSCs) and active participation in nationwide outreach programs. The year began with the resumption of voter registration services on 2 January 2024, immediately following the Christmas break. The Suva, Lautoka, and Labasa VSCs resumed full operations, and mobile registration teams were deployed across various locations for the requests received during the first half of the year to enhance accessibility and convenience for voters.

In July 2024, the FEO, with approval from the EC, temporarily suspended Voter Registration Services from 1 July to 26 July 2024. This pause was necessary to facilitate a major upgrade from the existing desktop-based Voter Registration System to a new web-based application. During this period, the FEO focused on critical technical tasks, including the transition of the voter database, re-extraction of biometric templates, configuration of the new matching mechanisms, synchronization script updates, and overall deployment of the upgraded system. This upgrade was vital to ensure data integrity, enhance security, and minimize service disruptions during the transition.

Following comprehensive staff training, voter registration services resumed on 29 July 2024, with all VSCs returning to normal operations. Mobile registration activities also continued during the first three weeks post-upgrade.

From the fourth week of August 2024, the FEO commenced the Voter Perception Survey, while continuing registration efforts at key public locations. In addition, voter registration services were actively delivered at various events and venues, including festivals, church conferences, community outreach programs, and village visits, ensuring inclusive and widespread voter engagement throughout the year.

Below is a list of VSCs that delivered these services to the public.

Through the Electronic Voter Registration (EVR) system, the FEO maintains an up-to-date and comprehensive register of all voters in Fiji. As of December 2024, a total of 43,636 voter engagement services were recorded across various platforms, including VSCs, mobile registration teams, the Voter Perception Survey drive, as well as events such as festivals, conferences, community outreach programs, and village visits. This represents an increase of 1,640 engagements (3.9%) compared to the figures reported in December 2023.

DIVISION	AREA	LOCATION	DATE OPENED
Central	Suva	Old Fiji Visitors Bureau Building, Suva.	02.01.2024
Western	Lautoka	36 Vitogo Parade, Lautoka.	02.01.2024
Northern	Labasa	Legal Aid Building, Jaduram Street, Labasa.	02.01.2024

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Data Cleaning of the National Register of Voters (NRV)

As part of its commitment to maintaining the integrity and accuracy of the

NRV, the FEO conducted two major data cleaning exercises in January and July 2024. These exercises focused on identifying and removing individuals who were confirmed deceased. Deceased voters were identified through Confirmation of Deceased forms submitted at VSCs, as well as through secondary verification of records received from the Births, Deaths and Marriages Registry and the Fiji National Provident Fund (FNPf). As a result, a total of 4,562 deceased voters were removed from the NRV between 1 January and 31 December 2024.

In accordance with legal provisions, individuals serving a sentence of twelve months or more are disqualified from voting and must be removed from the NRV. During the 2024 data cleaning efforts, 201 voters that were serving such sentences were flagged and removed from the register.

Additionally, the FEO reinstated a total of 90 individuals whose disqualification had expired. This reinstatement was based on official lists provided by the Fiji Corrections Service, ensuring that the rights of eligible voters were restored in a timely and accurate manner.

National Register of Voters Statistics as of 31 December 2024.

AGE COHORT DISTRIBUTION BY DIVISION AND GENDER									
Division	Gender	18-20	21-30	31-40	41-50	51-60	61-70	71-80	81+
Central	Male	3167	35430	37629	29544	21181	15518	6932	2416
Central	Female	3412	35357	36196	29167	21452	17175	8759	3481
Eastern	Male	75	2224	3169	2822	2205	1989	923	303
Eastern	Female	59	1677	2672	2352	1889	1543	815	401
Northern	Male	959	10064	11613	10502	8356	6308	2567	866
Northern	Female	1082	9821	10293	9135	7670	6175	3377	1484
Western	Male	1827	25644	30616	28066	20495	15653	6844	2343
Western	Female	1945	26032	29739	26050	19565	16470	8622	3733
Overseas	Male	0	326	961	1439	1131	830	417	106
Overseas	Female	0	199	626	1094	939	767	370	75
Total		12526	146774	163514	140171	104883	82428	39626	15208

GENDER DISTRIBUTION BY DIVISION		
Division	Gender	Totals
Central	Male	151817
	Female	154999
Eastern	Male	13710
	Female	11408
Northern	Male	51235
	Female	49037
Western	Male	131488
	Female	132156
Overseas	Male	5210
	Female	4070
Total		705130

GENDER DISTRIBUTION BY DIVISION		
Summary	Total	Percentage
Registered Voters	705,130	
Gender	Gender	Gender
Female	351,670	49.87%
Male	353,460	50.13%
Division	Total	Percentage
Central	306,816	44%
Western	263,644	37%
Northern	100,272	14%
Eastern	25,118	4%
Overseas	9,280	1%

Four-Year Voter Registration and Polling Venue Plan

The FEO initiated the development of a comprehensive Four-Year Voter Registration and Polling Venue Plan in early 2024. The process began with close collaboration between the EVR & PV team and the Operations Department to clearly define the plan's purpose and identify key projects and priorities for the 2024–2027 period. These discussions ensured that the plan was grounded in practical operational needs while aligning with the FEO's broader electoral objectives.

Following initial consultations, a draft plan was developed outlining proposed initiatives, timelines, and milestones for improving voter registration accessibility and optimizing polling venue locations. A detailed review of the draft was conducted jointly with the Operations Department, allowing for constructive feedback and critical refinements. This collaborative approach helped enhance the quality and relevance of the plan, ensuring that it addressed both logistical realities and strategic goals.

The final version of the Four-Year Plan was submitted to FEO management and formally approved on 3 April 2024. Upon approval, the plan was officially adopted and communicated across the organization to guide voter registration and polling venue operations through to 2027. This forward-looking strategy not only strengthens the FEO's planning framework but also enhances transparency, efficiency, and public confidence in electoral service delivery.

Enhancement of the Biometric Voter Registration (BVR) System

In 2024, the FEO, through its EVR and ICT teams, undertook a significant upgrade to its BVR System. The proposed enhancement aimed to modernize the current desktop application by transitioning to a robust web-based platform. Key recommendations included integrating multi-factor authentication, compatibility with existing election management systems, and enabling mobile and overseas registration

capabilities. The project scope and technical specifications were finalized and presented, leading to the selection of Electoral Services International (ESI) as the implementation partner. The agreement was formally signed on 15 February 2024, following internal approvals and procurement processes.

The project officially commenced in March 2024 with the establishment of a Windows server environment for development and testing. Initial development focused on setting up the system's core infrastructure, including a new database structure and essential modules such as user management, permissions, and log tracking. By the end of March, the web application was operational, supporting user login and management functionality. In April, further modules were introduced, including municipal polling venue data structures and the beginning of the Registration module, which included capturing biometric data and voter card printing features.

By May 2024, development progressed significantly, enabling full functionality for registration tasks such as capturing facial images, fingerprints, voter card printing, and uploading scanned registration forms. The dashboard module was completed, offering real-time Key Performance Indicators and graphical statistics on registration activity. Data export and encryption features were also finalized, supporting secure transfer from registration kits to central systems. These advancements laid the foundation for the testing and adjudication phase.

In June and July, the focus shifted to database migration, biometric template re-extraction, and the development of the adjudication module. The system's matching mechanism was completed by mid-July, ensuring accurate identification and deduplication across the voter database. During this time, onsite deployment in Suva was carried out by ESI representatives, ensuring a smooth transition from the old system. The adjudication module, including one-to-one and group match evaluations, was completed in August, along with the creation of scripts to generate both municipal and general voter lists.

From September to 19 October 2024, the project entered its offsite support phase, during which the development and infrastructure teams provided technical assistance and monitored performance remotely. With all milestones completed and system components operational, the BVR enhancement project was officially concluded. From 20 October 2024 onwards, the system transitioned into a support phase managed through a Service Level Agreement (SLA), ensuring ongoing maintenance and scalability for future electoral needs.

Electronic Filing (E-Filing) of EVR Forms

As part of its ongoing digitization efforts, the FEO successfully carried out two phases of the Electronic Filing (E-Filing) Project in 2024. The first phase, conducted from June to July 2024, focused on the quality assurance and

electronic archiving of EVR forms scanned in previous years. This initiative took place at the FEO Warehouse in Laucala Beach and involved a team of 20 staff members, who reviewed and sorted over 384,000 forms from the years 2017 to 2024. Despite facing logistical and staffing challenges—including network issues, absenteeism, and performance concerns—the project met its targets, with forms organized by division, year, and month, and safely stored for long-term access.

The second phase of the project was carried out from October to November 2024 at the FEO Headquarters. This phase aimed to quality assure and electronically manage the remaining EVR forms not processed during the initial round. A dedicated team of four staff members worked intensively to review and digitize approximately 40,000 forms. In addition to quality assurance, the team renamed over 16,000 documents, downloaded more than 460,000 files from LogicalDoc, and finalized the archiving process. Although operational requests from the Central Division caused minor delays, the project stayed within its timeline and budget, with a final expenditure of approximately \$10,000.

Both phases demonstrated strong interdepartmental coordination, involving the EVR, ICT, HR, Procurement, and Finance teams. These efforts significantly enhanced the management of physical voter registration documents and aligned with the FEO's Strategic Plan 2024–2027, particularly under Pillar 2: Electoral Operations. The project outcomes contributed to improved archival processes, minimized risks of data loss, and strengthened the overall efficiency of voter registration data management. Future recommendations include further integration of scanned forms into the new BVR system and ongoing training for election officials to ensure high data quality from the field.

Publication of the List of Removed Persons from the NRV

In accordance with section 13(4) of the Electoral (Registration of Voters) Act, 2012 the FEO published the 'List of Removed Persons from the NRV' (List) for the period 1 January 2023 to 31 December 2023, the FEO undertook the formal process of publishing the List of Voters Removed from the NRV in early 2024. The process commenced with a formal request to the Development Services team to generate the list, followed by a thorough verification of all entries to ensure accuracy and compliance with the relevant provisions of the law.

Once verified, the finalised list, along with the corresponding notice of removal, was submitted to the SoE for formal approval. Upon approval, the FEO proceeded with the publication of the list on its official website, ensuring transparency and public access to the information. Additionally, a formal notice was published in national newspapers on 14 February 2024.

The published list included the names of 2,129 voters who were lawfully removed from the NRV. These removals were based on criteria such as confirmed cases of deceased individuals or legal disqualifications in

accordance with the Electoral (Registration of Voters) Act 2012.

Publication of the Provisional Voter List (PVL)

In 2024, the FEO reaffirmed its commitment to transparency and electoral integrity through the publication of the PVL. As stipulated under Section 40(8) of the Electoral Act 2014, the Supervisor of Elections is authorised to publish the PVL for each polling station by 30 September each year, excluding election years. The PVL plays a vital role in the voter registration process, enabling voters, political parties, and stakeholders to verify registration details and submit feedback for corrections ahead of the next General Election.

To support public verification, the FEO made the PVL accessible through a range of channels. Individual voters were able to confirm their registration details—such as name, gender, polling division, polling venue, and voter photo—via the FEO Services Portal. In parallel, political parties were provided with a structured electronic version of the PVL, which included key fields like surname, first name, gender, EVR number, and address. This access allowed parties to conduct their own verification exercises and notify the FEO of any inaccuracies, thereby contributing to a more robust and inclusive voter registration system.

The PVL publication and review process is instrumental in maintaining a clean and reliable NRV. It ensures that voters are correctly assigned to their designated polling venues, as mandated under Section 53 of the Constitution, which requires individuals to vote only at their allocated locations. By providing an opportunity for timely corrections, the PVL process enhances electoral preparedness for the 2026 General Election and boosts public confidence in the accuracy and fairness of the electoral process. This initiative reflects the FEO's continued dedication to accountability, transparency, and stakeholder engagement in election administration.

Division	Pre -Poll	Election Day	Total
Central	113	623	736
Western	175	543	718
Northern	141	251	392
Eastern	189	33	222
Overseas	0	15	15
	618	1465	2083

Polling Venue Management

Publication of Provisional Polling Venue List

In accordance with legal requirements, the FEO is mandated to submit the Provisional Polling Venue List to the EC on or before 30 June each year. In

2024, the FEO undertook a structured and collaborative process to ensure timely and accurate publication of the list. The first step involved the development of a standardized template to guide the presentation and formatting of polling venue information, ensuring consistency and clarity across all electoral divisions.

Once the template was finalized, a formal request was submitted to the Development Services team to generate the Provisional Polling Venue List using the most recent data. Upon generation, the list was distributed to Divisional Managers for thorough verification and quality assurance, allowing for the identification and correction of any discrepancies or outdated information. This step was crucial in ensuring the accuracy and completeness of the list ahead of final submission.

Following verification, a comprehensive Business Paper, along with the Provisional Polling Venue List, was finalised and submitted to the SoE for review and approval. The final version was then formally submitted to the EC on 5 June 2024 for approval and publication.

POLLING VENUE AS OF 30 JUNE 2024	
Total No. of Polling Venues	1468
No. of Pre Poll Venues	613
No. Election Day venues	854
Overseas - HQ	1

Divisional Office

Divisional Managers

In 2024, the Divisional Managers (DMs) continued to support the FEO operational development and strategic planning. Their contributions helped strengthen divisional preparedness for upcoming electoral events. Key achievements included:

- Input into the development of the FEO Operational Plan.
- Review and update of Operational Policies and Procedures.
- Drafting of the Divisional Manual, pending the finalization of electoral laws.
- Execution of the Voter Perception Survey across divisions and participation in the review workshop.
- Compilation of the 2025–2026 Divisional Operational Budget and Election Day Budget.
- Contributions towards the Local Government Elections Operational Plan, staff structure, and budget.

The Divisional Managers continue to play a vital role in ensuring operational efficiency and readiness across all divisions.

Geographic Information System (GIS)

In 2024, the team provided GIS assistance during the Voter Perception Survey and also with the usage of the Polling Venue Locator, a FEO GIS web portal, voters were able to locate their polling venues online.

In terms of Local Government Elections, there were liaisons with relevant stakeholders for the compilation of municipal boundaries that would be used for the elections. The GIS Team was also able to develop spatial datasets for the compilation of the Registration Map Booklets for the Local Government Elections voter registration.

Industrial Elections

The Industrial Elections (IE) Department, under Section 154 of the Electoral Act 2014, is responsible for conducting elections for all registered trade unions, as well as other elections approved by the Minister responsible for elections.

In alignment with the 2024 Operational Plan, the IE Department focused on two strategic actions:

1. Review of Elections
2. Implementation of Trade Union Election Plans

Review of Elections

A comprehensive review was not conducted in 2024, as a full review had already taken place in 2023. The Department was instead focused on implementing the recommendations from the 2023 review. However, an internal review was conducted with all staff who were engaged as Presiding Officers (POs), allowing them to provide feedback on the current IE processes.

A one-day review workshop was held on 10th December 2024 at the FEO Conference Room, where staff contributed valuable insights to help improve and refine the existing election procedures.

Implementation of Trade Union Election Plans

In accordance with the 2024 Operational Plan, the IE Department published the annual schedule of trade union elections. In early January, a list of registered unions was obtained from the Registrar of Trade Unions. Confirmation of intended election dates was then sought from each union. The final schedule was published in the daily newspapers, Fiji Times and Fiji Sun on 31 January 2024.

Throughout the year, the IE Department conducted both national and branch elections for registered trade unions, as well as other elections approved by the Minister.

Election Summary

Category	National Elections	Branch Elections
Registered Trade Unions	17	23
Other Elections	3	10

Detailed Summary of Registered Trade Union Elections conducted in 2024

Name of Trade Union	Branch/ National	Date of Publication	Date of Election	Mode of Election	Contested/ Uncontested
Fiji Bank and Finance Sector Employees Union (FB&FSEU)	Branch:				
	Vanua Levu	10/02/24	04/03/24 –14/03/24	Postal	Uncontested
	National	10/02/24	04/03/24 –14/03/24	Postal	Contested
Fiji Teachers Union (FTU)	Branch:				
	Nasinu	24/02/24	14/03/24	Attendance	Uncontested
	Rakiraki	24/02/24	14/03/24	Attendance	Uncontested
	Tavua	24/02/24	15/03/24	Attendance	Uncontested
	Savusavu	24/02/24	18/03/24	Attendance	Uncontested
	Navua	24/02/24	20/03/24	Attendance	Uncontested
	Rewa	24/02/24	20/03/24	Attendance	Uncontested
	Nadroga	24/02/24	27/03/24	Attendance	Contested
	Nadi	24/02/24	21/03/24	Attendance	Uncontested
	Ba	24/02/24	21/03/24	Attendance	Uncontested
	Suva	24/02/24	21/03/24	Attendance	Uncontested
	Lautoka	24/02/24	21/03/24	Attendance	Uncontested
	Tailevu	24/02/24	22/02/24	Attendance	Uncontested
	Levuka	24/02/24	23/03/24	Attendance	Uncontested
	Bua	24/02/24	23/03/24	Attendance	Uncontested
	Labasa	24/02/24	23/03/24	Attendance	Uncontested
	Taveuni	24/02/24	23/03/24	Attendance	Uncontested
Fiji Flight Attendants Trade Union (FFTAU)	National	24/02/24	27/03/24	Attendance & Postal	Contested
Federated Airline Staff Association (FASA)	National	06/03/24	27/03/24	Postal	Contested
Fiji Electricity Workers Association (FEWA)	National	24/02/24	01/04/24 –10/04/24	Postal	Uncontested

Construction Energy & Timber Workers Union of Fiji (CETWUF)	National	02/03/24	25/03/24 - 05/04/24	Postal	Contested
National Union of Workers (NUW)	National	09/03/24	13/04/24	Attendance	Uncontested
Association of the University of the South Pacific Staff (AUSPS)	National	09/03/24	01/04/24 - 17/04/24	Attendance and Postal	Contested
Fiji Nursing Association (FNA)	National	09/03/24	01/04/24 - 20/04/24	Attendance, Workplace Voting and Postal	Contested
Fiji Airways Engineering Union (FAEU)	National	09/03/24	20/04/24	Attendance	Uncontested
Fiji Airline Pilots Association (FALPA)	National	27/04/24	16/05/24 - 23/05/24	Attendance & Postal	Uncontested
National Union of Public Workers (NUPW)	Branch:				
	Labasa	27/04/24	06/07/24	Attendance	Uncontested
	Lautoka	27/04/24	08/06/24	Attendance	Uncontested
	Korovou	27/04/24	22/06/24	Attendance	Uncontested
	Nausori	27/04/24	29/06/24	Attendance	Uncontested
	Suva	27/04/24	15/06/24	Attendance	Uncontested
	National	20/07/24	31/08/24	Attendance	Uncontested
Fiji Hotels and Allied Industries Employees Union (FHAIEU)	National	16/06/24	27/07/24	Attendance	Contested
FNPF Staff Union (FNPFSU)	National	22/06/24	22/07/24 - 02/08/24	Postal	Contested
Transport Workers Union (TWU)	National	29/06/24	10/08/24	Attendance	Uncontested
National Union of Municipal Workers (NUMW)	Branch:				
	Suva	05/07/24	02/08/24	Attendance	Contested
	National	05/07/24	02/08/24	Attendance	Contested
Manufacturing Commerce and Allied Employees Staff Union (MCAE)	National	09/09/24 - 20/09/24	18/08/24 [In-house]	Postal	Uncontested
Fiji Local Government Officers Association (FLGOA)	National	23/11/24	04/10/24	Attendance	Uncontested

Detailed Summary of Other Elections conducted in 2024:

Organisation	Date of Publication	Date of Publication	Date of Election	Mode of Election	Contested/ Uncontested
Fiji Cooperative Dairy Company Limited (FCDCL)	National	23/12/23	31/01/24	Attendance	Contested
FNU Student Association (FNUSA)	Branch:				
	FNU College of Agriculture, Fisheries and Forestry Students' Association (FNUCAFFSA)	27/07/24	26/08/24	Attendance	Uncontested
	FNU Nasinu Students' Association (FNUNASSA)	27/07/24	26/08/24	Attendance	Uncontested
	FNU Derrick Students' Association (FNUDSA)	27/07/24	26/08/24	Attendance	Uncontested
	FNU Nursing Students' Association (FNUNSGSA)	27/07/24	27/08/24	Attendance	Uncontested
	FNU Medical Students' Association (FNUMedSA)	27/07/24	27/08/24 – 28/08/24	Attendance	Contested
	FNU Nabua Students' Association (FNUNABSA)	27/07/24	28/08/24	Attendance	Uncontested
	FNU Namaka Students' Association (FNUNAMSA)	27/07/24	29/08/24	Attendance	Contested
	FNU Natabua Students' Association (FNUNATSA)	27/07/24	29/08/24	Attendance	Contested
	FNU Ba Students' Association (FNUBASA)	27/07/24	30/08/24	Attendance	Uncontested
	FNU Labasa Students' Association (FNULBSA)	27/07/24	30/08/24	Attendance	Contested
Fiji Medical Association (FMA)	National	17/08/24	10/09/24 – 12/09/24	Workplace Voting	Uncontested
Fijian Holdings Limited (FHL)	National	17/08/24	12/09/24	Attendance	Uncontested

Conclusion

The year 2024 has been a pivotal chapter in the FEO's ongoing commitment to strengthening democratic processes, enhancing institutional capacity, and rebuilding public trust in the electoral system. Through the successful implementation of strategic priorities outlined in the FEO Strategic Plan 2024–2027, the Office has made significant progress in operational efficiency, stakeholder engagement, legal and regulatory compliance, and voter service delivery.

Each directorate and department has contributed meaningfully to our shared vision of electoral excellence. The launch of new voter outreach strategies, the modernization of key ICT systems such as the BVR system, the execution of targeted stakeholder engagements, and increased participation in international electoral platforms have elevated the FEO's stature as a capable and trusted election management body in the Pacific region.

As Fiji looks ahead to the anticipated Local Government Elections and the 2026/2027 General Election, the FEO enters a critical preparatory phase. The foundations laid in 2024, including the development of robust planning documents, enhanced training resources, and the expansion of electoral infrastructure, place the organization in a strong position to deliver transparent, inclusive, and credible elections.

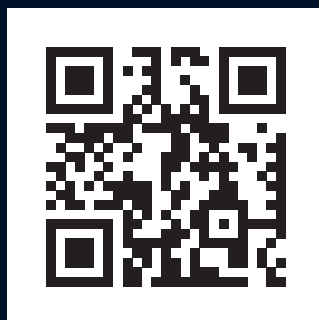
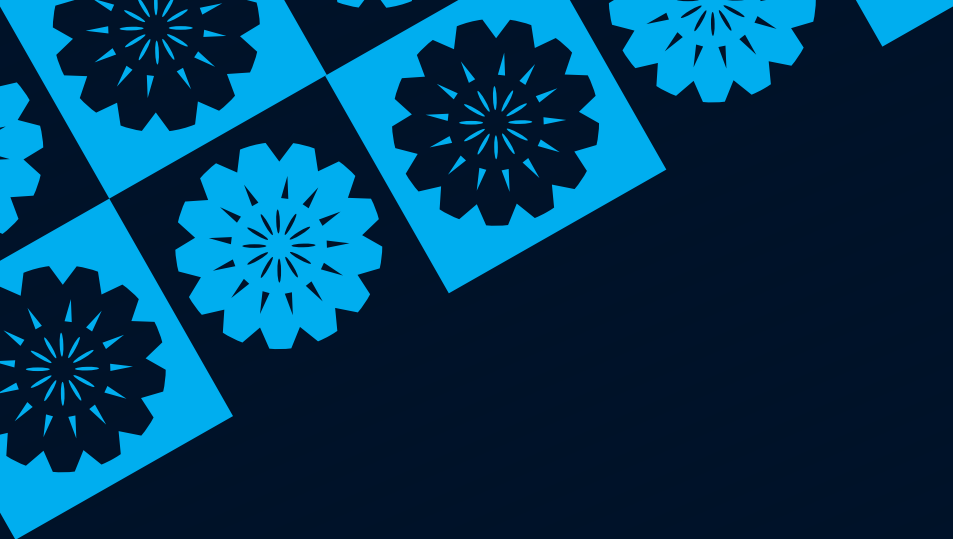
The FEO extends its appreciation to all staff, stakeholders, development partners, and the people of Fiji for their continued support and cooperation. Together, we remain steadfast in our mission to uphold the integrity of the electoral process and to empower every Fijian to participate meaningfully in our democracy.



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My Election. My Fiji

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