

Hiring Election Officials

Election officials are the face of Elections BC at voting places across the province. Electoral administration depends upon skilled individuals who are able to administer the electoral process according to the legislated requirements. Hiring competent and service-oriented people as election officials will increase public confidence in the electoral process and enhance the reputation of Elections BC as a leader in electoral administration.

The limited recruitment period and short-term nature of election official work makes the hiring process challenging. Training is used in the selection process to make merit-based decisions on hiring.

Below are selections of directions provided to District Electoral Officers regarding hiring practices for election officials:

Your hiring practices must model Elections BC corporate values of accountability, transparency and impartiality. This means that:

- Job opportunities are advertised so they can be found easily and independently by all potential applicants.
- Job roles are clearly and consistently defined so that applicants can identify the role for which they might be best suited.
- Job opportunities are distributed fairly in the community.
- All screening of applicants and hiring of selected candidates must be based on fair assessments of their individual merit, suitability and test results.
- Hiring decisions are free of bias and partisan political motivation.

Selection processes must be fair, transparent and non-partisan. This means that:

- All applicants must be treated equally and judged on the information they provide about their work experience and history.
- The selection of staff must not be motivated by personal relationships. Staff must be selected solely on the basis of merit.
- Spouses, including common-law partners, or other family members of the DEO or DDEO may be appointed as election officials, provided they have been selected on the basis of merit.
- The hiring process must be free from discrimination. Actions in the hiring process are discriminatory if they have the effect of treating a person comparatively adversely because of the person's age, race, sex, religion, disability or any of the other grounds listed in BC's Human Rights Code.

Elections BC commits to continuing to enforce the above noted policies in the future.

"Youth at the Booth" is one of Elections BC's recruitment strategies, however it is not indicative that Elections BC prefers youth workers over any other demographic. It is just one strategy among many to receive new candidates for employment. Elections BC remains committed to abiding by the Human Rights Code in terms of its hiring practices.

Elections BC commits that regardless of any recruitment strategy employed by Elections BC to attract potential applications no hiring decisions will be made on the basis of the age of the applicant, or any enumerated ground under the Human Rights Code. All hiring decisions will be merit based according to the required competencies. Elections BC commits to abiding by the Human Rights Code.