

Annual report

Victorian Electoral Commission

2024–25



Responsible body's declaration

The Hon Jacinta Allan MP
Premier of Victoria
Level 3, 1 Treasury Place
Melbourne Vic 3002

Dear Premier

In accordance with the *Financial Management Act 1994* (Vic), I am pleased to present the Victorian Electoral Commission's annual report for the year ending 30 June 2025.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Sven Bluemmel', with a stylized flourish at the end.

Sven Bluemmel
Electoral Commissioner

Acknowledgement of Country

The Victorian Electoral Commission (VEC) acknowledges the Aboriginal and Torres Strait Islander people of this nation, as the traditional custodians of the lands on which the VEC works and where we conduct our business. We pay our respects to ancestors and Elders, past, present, and emerging. The VEC is committed to honouring Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

Annual report 2024–25



Strategy 2027 (front cover)

Graphic representation of Strategy 2027, a plan to deliver our organisational objectives and priorities

from 2023 to 2027. Performance metrics have been plotted, using colour to distinguish relevant strategic pillars. Ring size corresponds to the percentage value



of a given metric, while line thickness indicates an increase or decrease in performance.

— Thin ring = Increase or unchanged since last measurement
 — Bold ring = Decrease since last measurement

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About us

What we do

Our history

Elections for the Victorian Parliament began when Victoria gained independence from New South Wales in 1851. In 1910, the state's first Chief Electoral Inspector was appointed to head the new State Electoral Office.

The office was part of a public service department for 70 years, but it became increasingly clear that elections should not be subject to ministerial direction. On 1 January 1989, legislation established the independent statutory office of the Electoral Commissioner to report to Parliament instead of a minister. In 1995, the office was renamed the Victorian Electoral Commission (VEC).

Our vision and purpose

Our vision is all Victorians actively participating in their democracy.

Our purpose is to deliver high-quality, accessible electoral services with innovation, integrity and independence.

Our values

- › Independence: acting with impartiality and integrity.
- › Accountability: transparent reporting and effective stewardship of resources.
- › Innovation: shaping our future through creativity and leadership.
- › Respect: consideration of self, others and the environment.
- › Collaboration: working as a team with partners and communities.

Our governing legislation

We are governed by the:

- › *Constitution Act 1975* (Vic) (Constitution Act), which states who can enrol as an elector, who can be elected to the Victorian Parliament, and the size and term of parliament
- › *Electoral Act 2002* (Vic) (Electoral Act), which establishes us as an independent statutory authority. It sets out our functions and powers, as well as state election processes
- › *Electoral Boundaries Commission Act 1982* (Vic) (EBC Act), which sets out how state electoral boundaries are determined. It legislates the

Electoral Commissioner as a member of the Electoral Boundaries Commission (EBC)

- › *Local Government Act 2020* (Vic) (LG Act), which sets out the conduct of local council elections, electoral structure reviews and ward boundary reviews. Under the LG Act, the Electoral Commissioner or their representative must be a member of any electoral representation advisory panel established by the Minister for Local Government
- › *Financial Management Act 1994* (Vic) (Financial Management Act), which sets out how we manage finances and financial reporting
- › *Infringements Act 2006* (Vic) (Infringements Act), which applies to stages 2 and 3 of compulsory voting enforcement.

Appendix B contains a complete list of our governing legislation and regulations.

Our responsibilities

Our responsibilities are to:

- › conduct parliamentary elections, by-elections, and referendums
- › conduct local council elections, by-elections, and countbacks
- › conduct certain statutory elections
- › consider and report to the minister responsible on issues affecting the conduct of parliamentary elections, including administrative issues requiring legislative change
- › ensure eligible voters are enrolled
- › prepare:
 - electoral rolls for parliamentary elections
 - voters' rolls for local council elections
 - jury lists
- › provide enrolment information to members of parliament and registered political parties (RPPs)
- › contribute to public understanding and awareness of elections and electoral matters through information and education programs
- › conduct and promote research into electoral matters that are in the public interest

- › administer and regulate Victoria’s political funding and donation laws
- › regulate obligations under the Electoral Act
- › provide administrative and technical support to state electoral boundary reviews and local council electoral structure reviews, and lead local council ward boundary reviews
- › report to parliament on our activities.

Our people and partners

At the VEC we:

- › strive to make sure our people are engaged and equipped to deliver Victoria’s electoral system
- › prioritise staff development to meet our service delivery needs
- › recruit for ability and attitude, and encourage new ways of working
- › foster concrete learning and reflective practices.

Our core workforce is supported to meet voters’ needs by our essential casual election officials and contractors. Our suppliers also contribute greatly to our success.

As a fundamental principle, we strive for our organisation to be safe, diverse and inclusive; reflecting the community we serve. We work closely with advisory and community groups comprising members of under-represented communities, including:

- › Aboriginal and Torres Strait Islander communities
- › young people
- › people experiencing homelessness or in prison
- › people with disabilities
- › culturally and linguistically diverse communities.

We thank our advisory and community group members for being collaborative partners during 2024–25.

About this report

Our annual report summarises the activities, programs and initiatives we undertook in the 2024–25 financial year to meet our responsibilities and deliver on our strategic plan. We publish it under Financial Reporting Direction (FRD) 30D.

As part of our environmental sustainability commitment, we use environmentally friendly paper and printing processes and have printed only the required number of reports.

Our year

In this section, Electoral Commissioner Sven Bluemmel reflects on the evolving electoral landscape and the fundamental changes required for our electoral system and processes to respond to challenges.

Chief Financial Officer Binh Le provides an overview of our financial performance and Executive Director, Governance and Enabling Services Máiréad Doyle provides a detailed summary of our achievements against our strategic plan, *Strategy 2027*.

Our organisation

Good corporate governance and transparent reporting help ensure continued public confidence in our work and processes. This section covers our:

- › governance and organisational structure
- › Executive Management Group (EMG)
- › internal committees and external advisory groups
- › governing legislation and relevant tribunals
- › corporate governance processes and public disclosures
- › corporate services that support our operations.

Our core business

This section covers our core business activities of:

- › maintaining the register of electors
- › ensuring fair and equitable representation for voters at state and local government levels
- › conducting elections
- › administering political funding and donation disclosure laws
- › delivering an electoral compliance program
- › increasing awareness of, and engagement with, electoral events and matters.

Our stakeholders

We engage with diverse stakeholders who are essential to achieving our vision. This section highlights our focus on improving electoral participation for historically

under-represented groups and our engagement with voters, candidates, political parties and other electoral bodies.

We outline the achievements of our education and engagement plans and the impact of our diversity and inclusion framework on our operating model.

We also summarise our services to political parties and candidates, and our work with national and international electoral bodies to support electoral innovation and harmonisation.

Our people

Our continued success depends on skilled and dedicated people with specialised knowledge.

This section highlights how we are building capability across the organisation and our continued efforts to make the VEC an empowering, engaging and inspiring place to work.

Financial statements

This section covers our continued commitment to robust financial management and transparent reporting, evidenced by an unqualified report from the Auditor-General. This section also provides our audited financial statements for 2024–25.

Appendices

This section contains a range of appendices referred to throughout the report.

Glossary and list of abbreviations

The glossary and list of abbreviations support readers to understand specific terms.

Our year

*Reflections from the Electoral Commissioner,
Sven Bluemmel*

The close of the 2024–25 financial year has given us plenty to reflect on. Chief among the milestones was the successful delivery of the largest postal election program in Victoria's history, being the 2024 local council elections. This was no small task. It took an enormous effort from staff across the VEC and showed just how quickly our electoral landscape is changing, with more people than ever being able to vote in Victorian elections.

With this growth comes pressure. The 2024 local council elections reminded us that large electoral events place an increasing strain on both our internal systems and the network of service providers we rely on. The market for print, mail, and distribution services has changed substantially over recent years. Similarly, it is getting harder to find locations that are accessible, safe, and suitable for supporting election delivery. We are competing in a tighter market, where available spaces are in shorter supply and may not meet the standards that we expect.

Protecting the quality and safety of our elections in this environment places substantial pressure on our resources. To help achieve budgetary predictability and sustainability, we recently undertook a thorough service sustainability review to ensure we can reliably estimate the cost of delivering a trusted democratic process for the next 10 years and beyond. We will work with government in the year ahead to ensure that the outcomes of this review inform future budget processes as part of a shared commitment to safeguarding and strengthening our democracy.

We are also dealing with broader shifts; not just in logistics, but in culture and technology. Artificial intelligence (AI) is now part of daily life, and elections are no exception. AI makes it easier to create and spread mis- and disinformation, and this is a real concern. That is why we're calling on future candidates to be open about how they use AI in campaigns. Voters deserve real connection and honest representation. Upholding this standard helps keep confidence in the democratic process.

At the centre of all this is trust in the electoral process and in the VEC to deliver elections fairly and openly. But trust is harder to foster in a world shaped by deepfakes, targeted ads, and polarising messages. This is not just a Victorian issue, but a national and global one.

The VEC is responding to the challenges by ensuring that our model for delivering elections keeps pace with the changing environment. This is outlined in our Strategic Service Plan for how we will deliver the 2026 state election. We listened, reviewed, and reflected on the challenges ahead – from growing voter needs, to changes in our workforce, venues, and partners. The plan sets out clear, practical goals to guide us through the next state election and prepare for those that follow. We are planning ahead and staying alert.

Our focus remains clear: improving the voter experience, building public trust, navigating complexity, and keeping all electoral participants safe and supported.

As always, I am proud of the team that works behind the scenes to make this a reality. Their dedication to democracy in Victoria is always evident, and their work is essential to the continuing successful delivery of elections in Victoria.

It's been a big year, and there's more ahead. But we are ready.



A black and white image of the handwritten signature of Sven Bluemmel. The signature is stylized, with a large 'S' and 'B' that are interconnected.

Sven Bluemmel
Electoral Commissioner

Achievements, challenges and outlook

Our highlights and achievements 2024–25

- › Launching our first Aboriginal education and engagement plan, *Ngabun-Bambunj*.
- › Implementing a sustainable health, safety and wellbeing program aligned to our 4-year strategy.
- › Implementing an integrated approach to talent management aligned to *Strategy 2027*.
- › Implementing a diversity, equity, inclusion and accessibility work program driving respectful workplace behaviours.
- › Establishing a strategic workforce plan aligned to our 10-year election delivery strategy and supporting our legislative obligations.
- › Delivering the 2024 local council elections.
- › Establishing an in-house legal services function to provide continuity and cost effective legal advice and strategy.
- › Delivering 2 state by-elections in Prahran and Werribee districts, including trialling low-sensory mobile voting.
- › Establishing an in-house print capability for small-scale and larger election events.
- › Continuing investment in and uplift to our system capabilities, further strengthening our cyber and security environment.
- › Launching our first Strategic Service Plan to align with our election delivery strategy and highlight our change agenda over the coming years.
- › Implementing a new finance platform.

Our outlook 2025–26

- › Planning for the 2026 state election.
- › Planning and delivering local council by-elections.

Our challenges

- › An increase in the number of local council elections to deliver.
- › The impact of a limited postal infrastructure on election planning and delivery.

- › A significant increase in voters, candidates and RPPs in Victoria since the Electoral Act was written in 2002.
- › Workforce and staffing challenges around electoral events.
- › Providing electoral and regulatory services while facing budgetary pressures and the continued rise in the cost of services.

Our strategic plan

In August 2023 we launched *Strategy 2027*, our 4-year strategic plan. Our desired outcomes are to:

- › be trusted to deliver electoral services with integrity and high quality
- › deliver a great voter experience
- › ensure our processes and systems respond to a complex environment
- › make sure our people are capable, engaged and satisfied.

Strategy 2027 is available on our website at vec.vic.gov.au/about-us

This report highlights our progress towards these objectives.

Our vision: All Victorians actively participating in their democracy.

Our 4-year goal: We have the people and processes we need to navigate a complex environment and build trust in democracy.

Implementation

In 2024–25, we reached the mid-point of *Strategy 2027*, having made solid progress towards our strategic objectives, and achieved improvements in all thematic areas, with all but one of our key performance metrics trending positive.

At the start of the financial year, we reviewed the strategy's enabling actions and key performance indicators to ensure they continued to be fit for purpose. Through this process we identified 8 new strategic initiatives, made minor updates to 3 actions and replaced 4 actions with 3 more specific alternatives that reflect our current priorities and work programs. We also updated 3 key performance indicators.

As a result of these updates, we started the year with 21 enabling actions as we progress towards delivering *Strategy 2027*. We have since delivered 5 of these actions, including:

- › refreshing our vision and values
- › publishing education and engagement plans for our priority communities
- › concluding our continuous improvement pipeline
- › updating our training and instructional products for local council elections
- › completing a content audit of our website.

Figure 1: *Strategy 2027* themes

	Trust	Voters	Processes and systems	Wellbeing
				
Outcomes	We are trusted to deliver electoral services with integrity and high quality.	We deliver a great voter experience.	Our processes and systems respond to a complex environment.	Our people are capable, engaged and satisfied.
Success measures	Our electoral performance measures indicate we deliver high quality services. Our reputation, media impact and confidence scores indicate that the public and stakeholders trust us. We implement a framework where electoral integrity is at the centre of everything we do.	Take up and satisfaction with accessible options indicate we minimise barriers to vote. Our education and outreach activities make a positive impact on under-represented communities' participation and knowledge of voting. Voter satisfaction with our services improves. We clearly articulate a reform agenda that allows us to make meaningful recommendations for regulatory and legislative change.	Our projects are delivered as planned. Our processes are continuously improving. Voter, candidate and party satisfaction with our digital services shows the online user experience is improving. We deliver a strong governance framework for regulatory activities.	We have a sustainable workforce that allows us to deliver our services and manage workloads. Our people are engaged, satisfied, have high levels of wellbeing and they reflect the diversity of Victoria. Our people are capable, have access to training and can advance their careers.

A further 10 actions are progressing to expected timeframes, such as developing our election evaluation and data integrity frameworks and delivering our 3-year election delivery strategy. Challenges of resourcing constraints and competing priorities have led to delays in delivering 6 actions.

An overview of our progress appears on the following pages.

Refreshing our vision and values

Following our organisational structure re-alignment delivered in 2023–24, it was timely to review our corporate vision and values. We gathered insights from staff and stakeholders to confirm our vision of 'every Victorian actively participating in their democracy'. We have set a new purpose, commitment and values to guide how we work, which we launched in July 2025.

Trust

We are trusted to deliver electoral services with integrity and high quality



80.7%

Reputation index

Improving

(79.6% at

30 June 2023)

Services: During the year, we developed a suite of tools to ensure a structured, replicable approach to evaluating our delivery of elections. We achieved high levels of engagement from all major stakeholders in our evaluation activities for the 2024 local council elections. This work was complemented by improvements to our data collation and quality assurance processes. Key insights from these activities are shared in this report.

Reputation: In September 2024 we completed an evaluation of our reputation management strategy. We determined that our strategic goal to ensure public trust in the VEC before the 2022 state election has largely been achieved and can be retired. Work will continue to maintain public trust – both in the VEC and in elections – and we will deliver a new strategy to raise awareness about mis- and disinformation in the coming year. The strategy will inform our advertising campaign, influencing our communication and engagement program for the 2026 state election.

Integrity: Work is underway to develop a monitoring and assessment tool to report on the achievement of electoral integrity milestones during election events. We will apply this across the planning and delivery phases of the 2026 state election.

Voters

We deliver a great voter experience



81.2%

Voter satisfaction

with electoral services

Improving

(78.7% at

30 June 2023)

Accessibility: using evidence-based approaches, we have developed plans for the 2026 state election to:

- › increase the number of early voting centres by 10 to 15%
- › reintroduce in-person interstate and international voting
- › improve our mobile voting services to meet voter needs.

Work to implement these changes will continue in 2025–26.

Inclusion: In April 2025 we launched education and engagement plans for communities under-represented in the electoral process. These are our:

- › *Disability education and engagement plan 2025–27*
- › *Multicultural education and engagement plan 2025–27*
- › *Ngabun-Bambunj – Aboriginal education and engagement plan 2025–27*
- › *Prisons and without a home education and engagement plan 2025–27*
- › *Young people education and engagement plan 2025–27*

We are working with community stakeholders to deliver these plans.

Satisfaction: We revised and improved our instructional products and training for our temporary election workforce for the 2024 local council elections. This work contributed to field staff feeling well supported and informed to deliver their election roles.

We have commenced work to further enhance our training and instructional products for the 2026 state election. Adopting an ‘evergreen’ product template improves efficiencies and consistency across elections.

Reform agenda: We have identified our advocacy priorities for the short to medium term, relating to state elections and corporate objectives. These priorities are informing our engagement with relevant partners and stakeholders. During the year we successfully advocated to amend the LG Act to extend the timeline for local council elections, reducing the risk of failed elections.

Processes and systems Our processes and systems respond to a complex environment



81.8%

Major projects delivered or on track

Declining
(83.3% at
30 June 2023)

81%

3-year election delivery strategy projects delivered or on track

Improving
(58.8% at
1 January 2025.
This replaces our previous metric – continuous improvement projects delivered or on track)

System development: We continue to invest in user-centred, modern, secure and accessible solutions to enhance electoral service delivery and the user experience. During the year we undertook a major technical upgrade of our Roll Management System (RMS). We also began developing electronic roll mark-off technology and inventory ballot material management applications. These projects will enhance our service delivery and the voter experience.

Process improvement: Our continuous improvement project pipeline has evolved to 3- and 5-year election delivery strategies. We have successfully completed 6 activities in our 3-year strategy, including implementing a staffing solutions framework and auditing and improving our translated electoral materials and public information campaigns. Another 17 projects are in progress to improve our processes, systems and service levels.

User accessibility: We have completed an audit of our website content with the aim of improving accessibility and the user experience.

Corporate governance, risk and compliance: We have reviewed our corporate governance practices to ensure they meet the needs of our organisation and an increasingly complex environment. We will introduce further changes to our governance model in the next financial year.

We updated our risk management framework and risk appetite statements and are updating our corporate compliance framework. Work to embed both frameworks will be delivered in 2025–26.

We also commenced developing a regulatory strategy and have developed objectives to guide our regulatory approach. We will develop the full strategy and a regulatory governance framework in 2025–26.

Wellbeing

Our people are capable, engaged and satisfied



65%

Staff satisfaction index

Improving
(61% at 30 June 2023)

Sustainable workforce: We have started developing a strategic workforce plan to help us recruit people with the skills, competencies and behaviours to achieve our strategic outcomes. We have progressed our workforce planning and recruitment policies and are reviewing staffing profiles to inform this work.

Health, safety and wellbeing: We successfully implemented a new wellbeing and safety program, Safe@Work, throughout the 2024 local council elections. This program sets strong foundations for building our safety management system and culture. We are developing phase 2 of the program, further refining how we will manage safety risks and support our workforce through the 2026 state election.

Diversity and inclusion: We have a draft workplace inclusion, diversity, equity and accessibility (IDEA) framework, to align with our existing election delivery strategy, our gender equality action plan (GEAP), and our positive duty action plan (PDAP). This will be further refined and implemented in 2025–26.

Talent management: Following our annual review of Strategy 2027, we replaced 2 enabling actions with an integrated talent management plan to support an improved experience during recruitment and onboarding, performance management, development and mobility, and offboarding. To deliver the plan, we created a resource hub that will ultimately support employees and people leaders through the employee lifecycle. We are improving our recruitment and onboarding processes and have improved the systems and processes underpinning performance management. In 2025–26 we will deliver a refreshed capability framework.

Finance at a glance

Our special appropriation funding fluctuates significantly over the 4-year cycle, as seen in Table 1. Total funding received during 2024–25 was \$124 million, which is made up of our base-level funding and election delivery funding.

Expenditure

We incurred \$136.66 million in operational expenses for the reporting financial period. This is slightly more than the special appropriation received from the Government of Victoria, due to non-cash expenditure such as depreciation, accruals and staff entitlement provisions. Government reimbursement for appropriation does not include non-cash expenses.

In relation to the local council elections, major categories of expenditure included:

- › upscaled workforce of election staffing, including casuals and election officials
- › infrastructure, venue and election overhead costs
- › investment and expenditure in IT security and cyber monitoring
- › advertising and awareness campaigns
- › print and production of ballot material, including postal logistics.

Financial position

Our financial position remains strong with total assets of \$36.31 million, liabilities at \$16.37 million and overall net equity of \$19.94 million. VEC assets are largely comprised of:

- › the Election Management System (EMS)
- › investment in roll management
- › the Funding and Disclosure platform
- › ongoing enhancements to VEC enterprise platforms, such as intranet and website.

Table 1: 5-year financial summary 2020–21 to 2024–25

Year	2020–21 \$'000	2021–22 \$'000	2022–23 \$'000	2023–24 \$'000	2024–25 \$'000
Electoral activity	Local council elections	–	State election	–	Local council elections
Special appropriation	74,949	50,122	140,600	62,560	124,025
Total expenses from transactions	80,373	50,736	150,273	65,309	136,657
Net result from transactions	-5,424	-614	-9,673	-2,749	-12,560
Operating result	-5,338	-242	-9,605	-2,695	-12,576
Net cash flow from/(used in) operating activities	-241	-206	-165	1,432	930
Total assets	24,343	30,935	30,066	36,604	36,308
Total liabilities	6,795	7,919	9,948	10,602	16,371
Net assets	17,548	23,016	20,118	26,002	19,937

We continue to invest in other capital assets, such as election infrastructure equipment, inventory and personal protective equipment material.

Our liabilities largely comprise employee entitlements and year-end expenditure accruals. The equity of the VEC is split into:

- › contributed capital
- › asset revaluation reserve
- › accumulated loss.

The contributed capital represents the amount of funding contributed by the Government of Victoria for the purchase and development of non-current assets such as system developments. The accumulated loss represents the accumulated result from continuing our operations.

Operational and budgetary objectives and performance against objectives

We have 4 performance measures that relate specifically to Budget Paper Number 3 (BP3) Service Delivery, in accordance with the Department of Treasury and Finance (DTF) FRDs. Table 2 below provides details of the output report we provided to the government, including performance measures and targets for agreed outputs, and our actual performance results over the full year ending 30 June 2025.

Table 2: Performance against budgetary objectives, 2020–21 to 2024–25

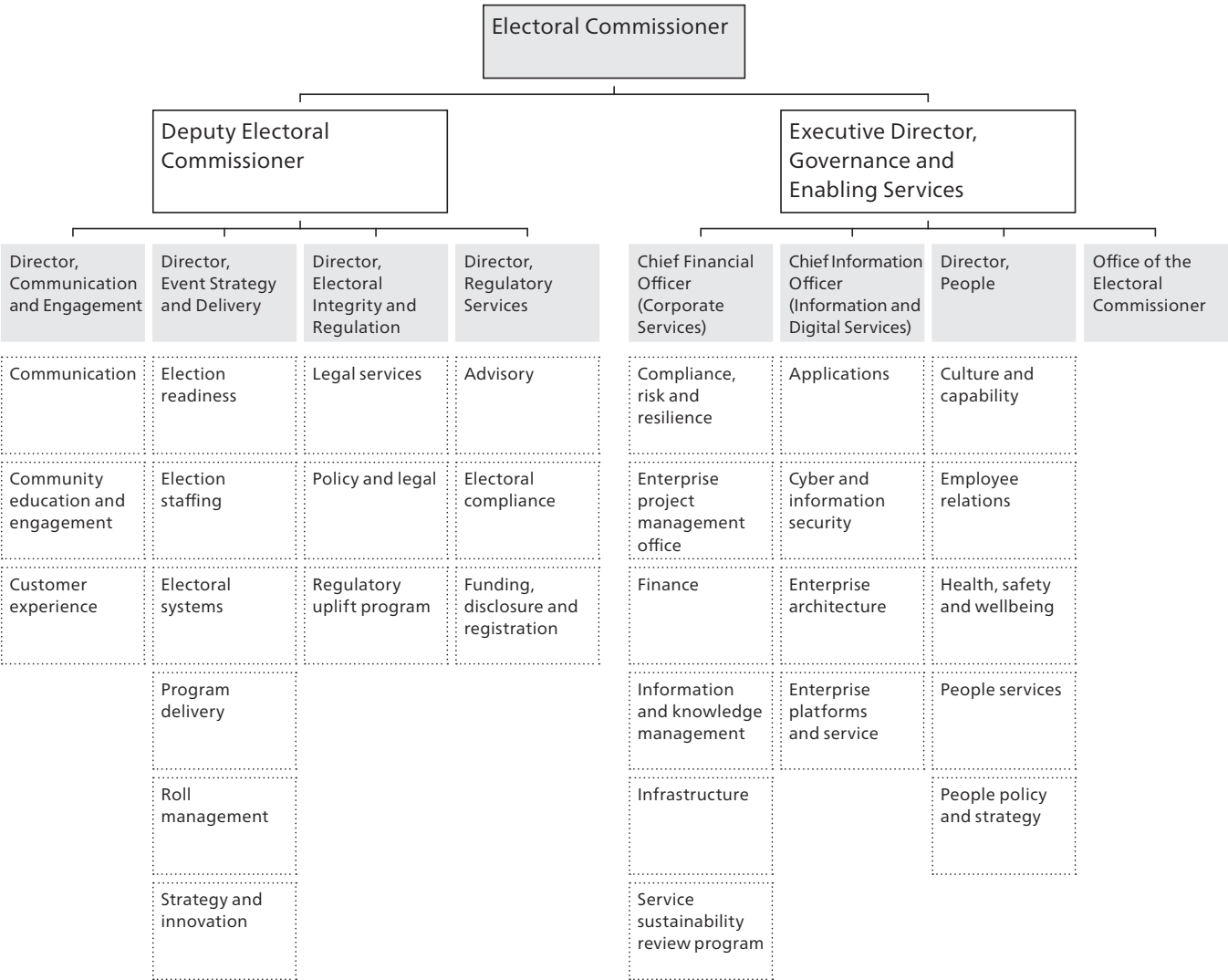
	State elections, local council and statutory elections, by-elections, polls and electoral representation reviews	Legal challenges to VEC conduct upheld (%)	Changes to voter details or additions to the Victorian enrolment register processed within set timeframes (%)	Maintain and improve public awareness, confidence and trust in Victoria's electoral system (%)
2020–21 BP3 target	22	–	90	–
2020–21 BP3 actual	10	–	100	–
Variance	-55%	0	10	–
2021–22 BP3 target	28	–	90	–
2021–22 BP3 actual	21	–	98.9	–
Variance	-25%	0	9	–
2022–23 BP3 target	28	–	95	–
2022–23 BP3 actual	26	–	99.5	–
Variance	-7%	0	5	–
2023–24 BP3 target	25	–	95	–
2023–24 BP3 actual	24	–	99.8	–
Variance	-4%	0	5	–
2024–25 BP3 target	525	–	95	80
2024–25 BP3 actual	474	–	99.8	81
Variance	-10%	0	5	0

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Our organisation

Organisational structure

Figure 2: VEC organisational structure at 30 June 2025



The Office of the Electoral Commissioner and Executive Management Group

The Office of the Electoral Commissioner



Sven Bluemmel
LLB (Hons), BSc, GAICD
Electoral Commissioner

Sven was appointed Electoral Commissioner for Victoria on 15 August 2023.

The Electoral Commissioner is appointed by the Governor in Council for a period of 10 years and is responsible for administering the enrolment process and conducting parliamentary elections and referendums in Victoria. The Electoral Commissioner is our chief executive officer (CEO) and is responsible for all elements of performance and compliance.

Before joining us, Sven was the inaugural Victorian Information Commissioner from 2017 to 2023. He previously served as Western Australian Information Commissioner and has held senior positions in the Western Australian and Commonwealth public sectors. He has also practised information and privacy law in the private sector in Melbourne and Perth. He is a fellow of Leadership Western Australia and served as President of the Institute of Public Administration in Western Australia for 3 years.



Dana Fleming
BCom, FCA, CTA, GAICD
Deputy Electoral Commissioner

Dana was appointed Deputy Electoral Commissioner in August 2021. She works closely with the Electoral Commissioner and the executive director, governance and enabling services in managing and administering our work.

Dana leads our electoral functions, including the Communication and Engagement (CEB), Electoral Integrity and Regulation (EIR), and Event Strategy and Delivery (ESD) branches. Her principal responsibility is to oversee the delivery of elections, enrolment services, communication and community engagement, research and the administration of Victoria's political funding and disclosure laws.

Dana has over 25 years' experience as both a corporate leader and senior public servant with a track record of executive leadership in complex environments. She brings a wealth of experience from her previous roles as a senior partner at KPMG and acting as the Deputy Commissioner for Superannuation & Employer Obligations at the Australian Taxation Office. Dana has a deep understanding of regulation and compliance, delivery of government programs and working closely with stakeholders.

The Executive Management Group

The EMG comprises the Electoral Commissioner, Deputy Electoral Commissioner, executive director, governance and enabling services, and our 7 branch directors.

Working cooperatively, the EMG sets our strategic direction and delivers our operational plans. It meets monthly to consider risks, issues, and opportunities and address compliance, governance, and reporting obligations.



Máiréad Doyle
BE, CEng, GAICD
Executive director, governance and enabling services

Máiréad joined us in March 2018. She works closely with the Electoral Commissioner and Deputy Electoral Commissioner in the leadership and administration of the organisation.

Máiréad leads the Governance and Enabling Services Group, which includes the People, Corporate Services, and Information and Digital Services (IDS) branches. She oversees and shapes corporate strategy, planning and governance to ensure we can respond to current and future operational requirements.

Máiréad's early profession as a chartered mechanical engineer in the oil and gas sector in Europe led to a 30-year career in executive leadership roles in the private, public and not-for-profit sectors, focusing on productivity and operational resilience.



Andy Cousins
BAppSocSc(Couns), GDipPsychSc, MPsyh, MAPS, MAHRI, AAICD
Director, people

Andy joined us in 2019 and was appointed director, people in 2024. Andy leads strategies and programs to cultivate organisational capability, foster employee wellbeing, and champion diversity, equity, and inclusion.

With a background as a workplace psychologist, Andy offers a unique blend of people skills and extensive strategic and operational experience gained across diverse industry sectors, including franchising, and the public and private sectors.

People

The People Branch is responsible for:

- › developing people-related frameworks, strategies and policies and leading strategic workforce planning
- › business partnering to support the employee lifecycle from recruitment, to onboarding, talent management, and offboarding
- › leading organisational approaches for culture, capability, inclusion, diversity, equity and accessibility
- › establishing and continuously improving our workplace health, safety, and wellbeing programs.



Ben Sutherland
BSocSc (Criminal Justice), Juris Doctor,
GDip Legal Practice, MAICD
Director, event strategy and delivery

Ben joined the organisation in 2021 and leads the planning and delivery of electoral events, maintaining a focus on service excellence and continuous improvement.

Ben has worked in senior roles with the Australian Electoral Commission (AEC) and the Department of Justice and Community Safety. He brings significant experience in managing large-scale operations across Victoria.

Event Strategy and Delivery

The ESD Branch oversees the planning and conduct of elections, by-elections and countbacks.

Key responsibilities include:

- › maintaining the register of electors and producing electoral and voters' rolls
- › planning and delivering all parliamentary, local council and fee-for-service elections and polls, and enforcing compulsory voting
- › developing election strategies and driving innovation
- › researching and evaluating elections and electoral matters.



Binh Le
BFin, GradCertAcct, FIPA, FFA, GAICD
Chief financial officer

Binh joined us in 2016 as chief financial officer and ensures we have an effective financial management and corporate governance environment.

Binh has held several senior financial positions in the private and public sector, namely as the group business manager in the agriculture, energy and resources portfolio in the Victorian Government, senior finance manager for the National Transport Commission, and financial controller for the online travel agent Webjet. He is a Fellow of the Institute of Public Accountants and graduate member of the Australian Institute of Company Directors.

Corporate Services

The Corporate Services Branch is responsible for:

- › governance, compliance, procurement and risk practices
- › enterprise project management
- › financial planning, budgeting and reporting
- › sound financial operations, systems, policies and procedures
- › crisis and business resilience management
- › information and knowledge management
- › infrastructure and facilities management.



Chris Pivec
BSc (Hons), MAICD
Chief information officer

Chris joined us in 2021 as the chief information officer (CIO). He leads the IDS Branch and is responsible for creating and sustaining future ready, secure information technology so we can provide trusted and reliable services to the Victorian public. He values deep stakeholder engagement and an inclusive leadership style.

Chris has over 25 years' experience as a technology leader and CIO in organisations across the private, financial services, public, and not-for-profit sectors. He brings a wealth of experience in leading customer-focused teams to deliver business-critical services, major events and projects, as well as enterprise transformation and continuous improvement.

Information and Digital Services

The IDS Branch is responsible for:

- › VEC application design, development, quality assurance, and support
- › enterprise architecture
- › cyber and information security
- › enterprise cloud platforms, servers, and databases
- › developing and deploying secure election networks, telephony, and IT at scale
- › information technology services including our helpdesk.



Keegan Bartlett
MPPM, BA, GDipCom, GAICD
Director, electoral integrity and regulation

Keegan joined the VEC in 2010 and has led the EIR Branch since 2019. Keegan provides expert advice to the Electoral Commissioner and across the organisation on key legal and policy matters and leads strategic engagements with our regulatory and integrity partners.

Keegan brings a breadth of experience from Australia and New Zealand in developing policies and relationships to promote good governance, compliant practices, continuous improvement, and effective, transparent decision-making processes. Keegan is a graduate of the Senior Executive Fellows Program at Harvard Kennedy School.

In recognition of the increasing maturity and complexity of our regulatory operations, Keegan has led the branch jointly with Lucy Barrow since June 2024.



Lucy Barrow
MA Hons (Philosophy), GDip (GenSt), MSocSci
(Pol&HumServ), GAICD
Director, regulatory services

Lucy joined the organisation in June 2024 and works alongside Keegan to lead the EIR Branch. As director, regulatory services, Lucy provides robust and consistent oversight to our electoral compliance and enforcement responsibilities. Lucy also oversees our funding, disclosures and party registration regulatory activities.

Lucy is an experienced public service executive, bringing over 15 years in strategy, regulation and governance. She has worked in the public, private and not-for-profit sectors, most recently leading the Regulation and Oversight Branch in Recycling Victoria.

Electoral Integrity and Regulation

The EIR Branch:

- › administers our electoral integrity, compliance, enforcement and regulatory activities, and oversees Victoria's political funding and disclosure laws
- › informs and supports planning and delivery of our electoral functions to enhance and protect the integrity of Victoria's electoral processes
- › coordinates disputes and litigation involving the Electoral Commissioner
- › partners closely with all stakeholders to ensure the successful conduct of electoral programs in a highly regulated environment.



Melea Tarabay
BA, GDipPR, MAICD
Director, communication and engagement

Melea joined the organisation in July 2024 as director, communication and engagement and leads communication and engagement activities that support delivery of our electoral services and regulatory activities.

Melea is a results-focused and relationship-driven strategic communications executive. Prior to the VEC, Melea was director of strategic communications and media at the Royal Melbourne Hospital for more than 7 years. She brings a proven track record of success in leading multichannel communications, media, brand and reputation management strategies for complex organisations.

Communication and Engagement

CEB:

- › leads our internal and corporate communication services
- › develops and implements major public awareness campaigns for electoral events across traditional and digital channels
- › develops stakeholder engagement programs for electoral participation and inclusion
- › provides electoral education and outreach services
- › delivers customer experience services.

Governance overview

The Electoral Commissioner exercises their legislative obligations through the VEC, which is an independent administrative agency.

As the VEC, we are administratively supported by the Department of Premier and Cabinet (DPC) but we are not under any minister’s direction or control while we exercise our responsibilities, functions and powers.

The Premier of Victoria, the Hon Jacinta Allan MP, is responsible for the Electoral Act and EBC Act, and the Minister for Local Government, the Hon Nick Staikos MP, is responsible for the LG Act.

We are committed to reflecting good governance and complying with relevant legislation in our policies and practices. We demonstrate our accountability to stakeholders through a robust governance framework that ensures our electoral system remains vital and impartial.

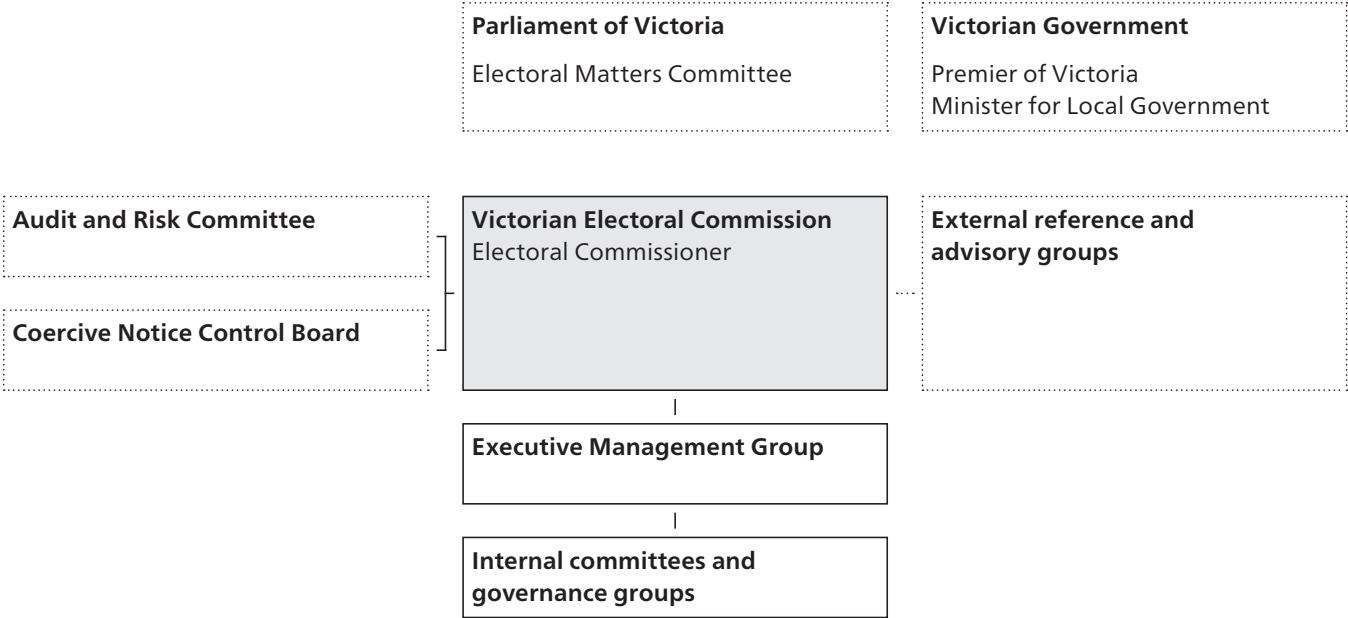
In November 2024 we undertook a review of our corporate governance arrangements. We are currently considering the recommendations put forward in this review and intend to make changes to our governance arrangements in the coming year.

Our staffing and work practices are determined by the *Public Administration Act 2004* (Vic) (Public Administration Act) and guided by the Victorian Public Sector Commission.

Internal committees and groups

Several committees and groups assist the Electoral Commissioner and the EMG to develop and implement our strategies and policies. They provide expertise and promote staff consultation.

Figure 3: Our governance and consultation structure



Development Group

The Development Group governs our roadmap and the supporting program of work for our development pipeline. It ensures system enhancements align with our strategic and corporate objectives and are fit-for-purpose for major election events.

Election delivery groups

We establish an election delivery group for each election event when we publish the draft service delivery plan for that event. These groups have a narrow focus on delivering their event. The groups comprise program delivery leads responsible for critical functions. They monitor and respond to issues with implementing the service plans.

Election Planning Group

Our Election Planning Group governs continuous improvement projects that impact multiple elections. These projects focus on product and service design, reflecting our longer-term vision captured in the election delivery strategy. Election Planning Group meets monthly and is represented by senior project sponsors from each of our electoral functions.

Enterprise Architecture Board

The Enterprise Architecture Board (EAB) governs our strategic architectural decisions. It reviews proposals to ensure they align with long-term business goals, modern information and digital practice as well as cyber and data security. The EAB considers the scalability, reliability and maintainability of our enterprise architecture. The EAB helps to create a resilient IT environment that can adapt to new technologies and business changes, while maintaining operational efficiency and a robust security posture.

Gender Equity Committee

We established the Gender Equity Committee to help us meet our obligations under the Gender Equality Act 2020 (Vic) (Gender Equality Act) and implement our GEAP (see page 37 for more information).

In 2025–26 we intend to broaden the scope of this committee to advise on our holistic approach to inclusion, diversity, equity and accessibility. The committee will continue to focus on key objectives to further our gender equity strategic focus.

Occupational Health and Safety Committee

The Occupational Health and Safety Committee (OHSC) helps the EMG engage with staff on issues likely to affect health, safety and wellbeing, to meet our obligations under the *Occupational Health and Safety Act 2004* (Vic).

The OHSC's collaborative efforts provide a supportive environment to prioritise health and safety.

In 2024–25, the OHSC met quarterly to proactively:

- › review safety policies and procedures
- › identify hazards, incident trends and risk mitigation strategies
- › consult with health and safety representatives to achieve better health, safety and wellbeing outcomes for our staff.

Major project steering committees

During the year several steering committees governed our major projects. The committees met regularly to provide strategic guidance to project managers and ensure controls were maintained. Each steering committee is unique and reflects the functions and areas of expertise relevant to each project. During 2024–25, the following were operational:

- › RMS redevelopment project (ongoing)
- › Print Workshop
- › Electronic roll mark-off/identity and access management projects joint steering committee (ongoing).

Public Comment Decisions Committee

The Public Comment Decisions Committee was established in September 2023 to consider external communication opportunities on strategic and tactical regulatory matters. This reflects our parallel roles as service provider and regulator and ensures any public comment on specific regulatory matters is consistent with natural justice and procedural fairness.

Security Committee

Good security means protecting our people, places, information assets, financial information, elector data, and other sensitive details against threats and attacks that could:

- › disrupt democratic processes
- › cause physical harm
- › lead to the theft of assets or unauthorised information access.

The Security Committee drives continuous improvement of our security practices in personnel, physical, cyber, and information security domains. Its strategic focus ensures ongoing compliance with regulatory requirements including the Victorian

Protective Data Security Standards. These strategies help maintain the confidentiality, integrity, and availability of information we hold or use.

External committees and groups

Audit and Risk Committee

Our Audit and Risk Committee assists the Electoral Commissioner to manage risk and comply with financial and reporting obligations. The committee members are:

- › Taryn Rulton (independent chairperson)
- › Kerrie Howard (independent member)
- › Stephen Helberg (independent member).

The committee monitors and oversees:

- › our financial performance and the reporting process, including annual financial statements
- › the scope, independence, and performance of our internal and external audits and how we engage with auditors
- › our risk management framework's operation and implementation
- › accountability and internal control matters affecting our operations
- › the effectiveness of our management information systems and other systems of internal control
- › how we monitor our compliance with laws, regulations, and our own codes of conduct and financial practice
- › our compliance with the Financial Management Compliance Framework (FMcF) Standing Directions.

The committee's positive support and guidance to the Electoral Commissioner was valuable, with its focus again on risk, compliance, financial management and business resilience.

Coercive Notice Control Board

VEC staff appointed as compliance officers under the Electoral Act have defined investigative powers. Compliance officers can require certain people to produce documents, information, or appear to give evidence (see page 67 for more information). The Coercive Notice Control Board (CNCB),

which is chaired by an independent member, oversees the proper operation and use of coercive powers by our compliance officers.

External advisory groups

We are fortunate to have representatives from a broad range of community organisations, along with people with lived experience to provide advice and insight on electoral participation.

There are 5 active VEC community advisory groups. These include our:

- › Aboriginal Advisory Group (AAG)
- › Culturally and Linguistically Diverse (CALD) Advisory Group
- › Electoral Access Advisory Group (EAAG) representing people with disabilities
- › Prisons and Without a Home (PAWAH) Advisory Group representing people experiencing homelessness or in prison
- › Young People Advisory Group (YPAG).

All groups met twice in this financial year, including separately and a combined meeting for some groups, to provide input into the development of our new education and engagement plans.

We thank all advisory group members for their extraordinary commitment, time and advice over the last 12 months. They have continued to support increased engagement for people under-represented in the electoral process.

Aboriginal Advisory Group

The AAG continues to contribute invaluable guidance and cultural knowledge to our work. Representing Elders and community leaders from both metropolitan and regional Victoria, the AAG has helped us shape internal projects including *Ngambun-Bambunj* and how we improve our engagement with First Nations communities. The AAG includes the following representatives:

- › Andrew Jackomos (Yorta Yorta, Gunditjmara)
- › Nellie Flagg (Bunurong, Wemba Wemba, Dja Dja Wurrung)
- › Stacie Nicholson-Piper (Wurundjeri, Dja Dja Wurrung, Ngurai Illum Wurrung)
- › Patsy Doolan (Barkindji)

- › Alan Brown – retired in June 2025
- › Marie Pewhairangi (Te Whanau a Ruataupare, Ngati Porou)
- › Diane Kerr (Wurundjeri)
- › Shantelle Thompson (Barkindji) – retired in March 2025.

Culturally and Linguistically Diverse Advisory Group

The CALD Advisory Group comprises representatives from multicultural organisations across community and government sectors. These include:

- › Victorian Multicultural Commission
- › Centre for Multicultural Youth
- › Victorian Local Government Multicultural Issues Network
- › Victoria University
- › Carringbush Adult Education
- › the Ethnic Council of Shepparton and District
- › Migrant Information Centre (Eastern Melbourne)
- › Ethnic Communities Council of Victoria
- › AMES Australia.

The CALD Advisory Group is crucial to ensuring our work reflects the needs of multicultural communities and recognises new and emerging voices. See '2024 local council elections' on page 56 for more information on the group's activities.

Electoral Access Advisory Group

Current members of the EAAG include:

- › Scope
- › Vision Australia
- › Blind Citizens Australia
- › Amaze
- › Yooralla
- › Carers Victoria
- › Victorian Advocacy League for Individuals with Disability (VALID)

- › Victorian Equal Opportunity and Human Rights Commission
- › Action on Disability within Ethnic Communities.

In 2024–25, our EAAG provided feedback after the local council elections, suggested improvement for access and inclusion in the lead up to the 2026 state election and represented the needs of carers and those who support people with disabilities.

Prisons and Without a Home Advisory Group

The PAWAH Advisory Group represents people experiencing homelessness and incarceration. The group comprises people with lived experience and those working in the prison and homelessness sectors. Over the last year, the PAWAH Advisory Group has welcomed new members from the prison sector and now includes:

- › Council to Homeless Persons
- › St Mary's House of Welcome
- › Sacred Heart Mission
- › Salvation Army
- › Corrections Victoria
- › Fair Collective
- › VACRO
- › Gippsland Homelessness Network
- › people with lived experience of homelessness or incarceration.

The PAWAH Advisory Group provided advice on:

- › strengthening relationships with the legal sector and youth homelessness services
- › exploring opportunities for post-release civic participation
- › using internal prison publications and libraries for sharing electoral information
- › building the capability of prison staff to support electoral participation
- › strengthening relationships with regional homelessness networks.

Young People Advisory Group

The YPAG comprises young people and those working in the youth sector, including:

- › YMCA Victoria
- › Foundation for Young Australians
- › Youth Affairs Council of Victoria
- › Parliament of Victoria.

The YPAG provided feedback on how to:

- › increase youth engagement in electoral matters including digital and social media reach for the 2026 state election
- › review our 17-year-old enrolment birthday program
- › expand our education to young voters outside of school settings e.g. Scouts, Rotary, universities and youth centres.

2024–25 advisory group effectiveness

It is important that members of our advisory groups feel they can contribute and that we heed their advice when it comes to identifying and resolving barriers their communities face. The 2024–25 data in Table 3 below shows an improvement from baseline on most measures:

- › We achieved the highest meeting attendance rate since monitoring began.
- › We met our group member composition and reach criteria.
- › We adopted a high proportion of member recommendations.

Table 3: Advisory group effectiveness measures 2024–25

Measure	Result
Advisory group meeting attendance rate	68%
Members have demonstrated reach with the relevant population group	Assessed as met
Group member composition criteria met (including lived experience, peak body, gender, geographic region, each part of the sector and intersectionality)	Assessed as met
Number of times that advisory group advice is sought (formally and informally) for planning or implementation	16
Proportion of member recommendations adopted (in full or part) in planning or implementation	94%

Governing legislation and tribunals

The 3 pieces of legislation that set out our primary responsibilities are the:

- › Constitution Act
- › Electoral Act
- › LG Act.

Under these Acts, we conduct state parliamentary elections, local council elections, and certain statutory and fee-for-service elections. We report to the Parliament of Victoria on the conduct of elections and provide recommendations. We also make submissions to the Electoral Matters Committee (EMC) on its inquiries into electoral matters. Other legislation and regulations imposing duties on the VEC and/or the Electoral Commissioner are listed in Appendix B.

Legislation

There were no substantive reforms to our legislative framework during 2024–25.

Legal matters

Our exercise of statutory powers is subject to judicial and merits review. In 2024–25, one electoral matter was brought before the Supreme Court of Victoria in its original jurisdiction. There were no matters brought before the Supreme Court of Victoria sitting as the Court of Disputed Returns.

On 4 February 2025, we applied to the Supreme Court for an injunction under section 176 of the Electoral Act in relation to signage displayed outside early voting centres in the Prahran District by-election in breach of section 158A of the Electoral Act. This was the first time in recent years that we have made an application of this kind. The matter was settled out of court, with the campaigner undertaking not to continue to display the signs in breach of the Electoral Act. As a result, our application was discontinued by consent of both parties.

In the previous reporting period, applications were made to the Victorian Civil and Administrative Tribunal (VCAT) to review our decision to deregister the Democratic Labour Party (DLP) and Family First Victoria under section 60 of the Electoral Act. In each matter, the decision to deregister the political party was stayed by VCAT pending determination of the substantive application. As the decisions were stayed, the RPPs applied for re-registration under section 58A of the Electoral Act. Democratic Labour Party (DLP)

and Family First Victoria met the requirements to be re-registered through this separate process and so VCAT ordered with consent that each application be discontinued.

VCAT also hears disputes on the validity of local council elections. See '2024 local council elections' on page 56 for detailed information on these matters.

Compliance support

Determinations made

The Electoral Commissioner issued 4 determinations in 2024–25, covering:

- › the form of audit certificates for annual returns and other financial statements
- › sufficient reasons for failing to vote in elections
- › scrutineering at an election
- › filling extraordinary vacancies on local councils during the 2024 to 2028 term.

All determinations are published on our website vec.vic.gov.au/about-us/legislation/determinations

Accountability and transparency

We have legislative and organisational processes to ensure transparency and accountability for the Victorian public. These include:

- › internal and external auditing
- › regular reporting to stakeholders including parliament, government and the public
- › tabling of audited financial statements as part of this report.

Customer feedback and complaints

We handle feedback and complaints about a process, policy, product or service related to an interaction with us. This includes complaints that allege a breach of the Electoral Act or LG Act.

We received a total of 2,428 written complaints and feedback submissions in 2024–25.

The 2024 local council elections were the main source of submissions during the financial year.

As some submissions related to more than one topic, the total may equal more than 100%. The main themes were:

- › election administration and services to voters (1,915)
- › advertising and electoral material (543)
- › candidates, campaign workers and parties (190)
- › staffing (58).

We also received 211 submissions outside our remit, including at least 151 meant for the AEC.

As we are not the regulator of the LG Act, we forward complaints that allege a breach of this Act to the Local Government Inspectorate (LGI) in line with an established protocol. In 2024–25, we forwarded 306 submissions to the LGI.

We handled all submissions in line with our procedures and resolved complaints by providing information and taking action if required. We are committed to responding to complaints and feedback submissions within 5 working days. We achieved this in 96% of cases.

Table 4: Customer feedback submissions by type

Type of submission	Number of submissions	Percentage (%)
Complaint	2,033	83.7
Enquiry	290	11.9
Feedback	105	4.3
Total submissions	2,428	100

Most submissions (1,792) were submitted online, while 619 were submitted via email. Only 17 submissions were received by post and through other means.

Customer service charter

Strong and reliable service is integral to meeting our customers’ needs. The customer service charter shows our commitment to helping Victorians understand both their and our roles in election processes.

The charter outlines how we:

- › ensure our services are responsive, professional, inclusive, and accessible
- › evaluate customer satisfaction
- › improve our processes, policies, and systems to maintain privacy.

We regularly review the charter, which is available on our website.

Table 5: Customer feedback submissions by event

Event	Number of submissions	Percentage (%)
2024 local council elections	1,929	79.4
2025 federal election	160	6.6
2025 Werribee District by-election	49	2
2025 Prahran District by-election	60	2.5
Other	230	9.5
Total	2,428	100

Corporate reporting

A comprehensive program of stakeholder reporting supports our goals of accountability and transparency. Our reporting standard is consistently high. Last year's annual report complied fully with the Victorian Government's model report requirements and won Gold at the 2025 Australasian Reporting Awards.

During 2024–25, we tabled 3 reports in Parliament:

- › the *Victorian Electoral Commission annual report 2023–24*
- › the *Report to Parliament on the 2023 Warrandyte District by-election*
- › the *Report to Parliament on the 2023 Mulgrave District by-election*.

Other reporting obligations include:

- › reporting to DPC on budgetary objectives
- › monthly financial reporting to DTF
- › annual attestation on compliance with the FMCF requirements to various stakeholders including DTF, DPC, the responsible minister, and the Victorian Auditor-General's Office
- › twice-yearly reporting to the Attorney-General on infringements activity
- › advertising campaign reporting
- › reporting for the EBC, which we provide administrative and technical support to. We also prepare an annual report for the EBC. This report appears at Appendix I on page 139
- › annual attestation to the Office of the Victorian Information Commissioner (OVIC), on the progress of activities identified in our protective data security plan
- › annual report to the OVIC on the number and outcomes of freedom of information requests.

All reports were delivered on schedule and within budget, if applicable. All reports and publications are available on our website and from our head office.

Gender Equality Act reporting

We report on and audit our gender equality in line with the Gender Equality Act. A GEAP was developed in 2021–22 in consultation with staff, union representatives and our EMG. The GEAP provides long-range actions and initiatives to support, engage and improve our gender equality.

Feedback in October 2024 from the Commission for Gender Equality in the Public Sector (CGEPS) confirmed our progress audit data was assessed as compliant.

Preparation is currently underway to:

- › complete a workplace gender audit (due December 2025)
- › submit a progress report (due May 2026).

Our progress audit data and progress report has been published and is available on the CGEPS Insights Portal.

Financial Management Compliance Framework

The FMCF assures the Minister for Finance that we have appropriate systems and controls to ensure good financial management practices. The FMCF provides for effective, efficient, and responsible financial management of public resources.

The FMCF Standing Directions cover:

- › code of conduct
- › governance including an Audit and Risk Committee
- › risk management, delegations, and audit requirements
- › management structure, systems, policies and procedures including:
 - roles and responsibilities of the financial management team and key personnel
 - outsourced services
 - information technology management, operations, development and change
 - education and training.
- › management reporting including:
 - internal and external reporting
 - financial statements and reports of operations, performance management and evaluation
 - financial management compliance obligations, tax compliance, purchasing cards, and thefts and losses compliance.

We appoint an internal auditor to review our compliance with the FMCF Standing Directions annually. The audit is then reviewed and endorsed by the Audit and Risk Committee.

Identifying and managing risk

We align our management of risks to the Victorian Government's risk management framework. Risk management is embedded in all our operations, with the EMG and the Audit and Risk Committee overseeing our strategic and operational risks.

We also maintain comprehensive risk management registers for all electoral events and major projects. Our branches and planning groups develop, discuss, and analyse these risks as part of election planning and delivery. Areas covered include:

- › election management
- › infrastructure
- › communication
- › recruitment
- › information technology.

In 2024–25 we adopted a revised risk management framework and expanded our risk appetite statement to reflect our current and future operating environment. This work included updates to our risk register templates and governance reporting. We strive to continuously evolve and improve our risk management approach.

Internal audit

The internal audit program provides independent, objective assurance to the Electoral Commissioner of our management of key risks and operational functions. It is reviewed annually and designed in consultation with the Audit and Risk Committee and the EMG.

The rolling 4-year program enables effective reviews of all operational, financial, and related activities. The program includes annual attestations and certifications, such as risk and fraud certification and compliance with memorandums of understanding with other agencies.

During 2024–25, internal audits covered:

- › a review of operational efficiency opportunities
- › a review of election management training
- › our wellbeing program (Safe@Work psychological safety initiative)
- › a review of compliance with the FMCF Standing Directions
- › annual attestation assessments.

The audits each revealed matters and recommendations of medium to low risk. We have identified and delivered appropriate management actions in response.

In 2025 the internal audit program will turn its focus to reviewing:

- › vote estimates
- › election workforce recruitment and strategy
- › our cyber culture
- › our fraud and corruption program (including conflicts of interest).

The internal audit focus areas align with the agreed 4-year internal audit program.

Disclosures

Advertising disclosure

FRD 22 requires Victorian Government agencies to disclose advertising expenditure on campaigns with a media spend of \$100,000 or greater. We had 3 campaigns in this category during the 2024–25 financial year.

Attestation to Public Sector Standards Commissioner

The Electoral Commissioner completed an annual attestation of hospitality and gifts as required.

Building Act

We do not own or control any government buildings, so are exempt from reporting our compliance with the *Building Act 1993* (Vic) (Building Act).

Child Safe Standards

The *Child Safety and Wellbeing Act 2005* (Vic) includes Child Safe Standards for all organisations working with children in Victoria. Throughout 2024–25 we continued to apply these across our work in civics education.

Consultancies and contracts

Major contracts

Under FRD 12, we must disclose all contracts we enter valued at more than \$10 million. We did not enter any contracts more than \$10 million during the 2024–25 financial year.

Consultancy expenditure

Details of consultancies under \$10,000

In 2024–25, we engaged 19 consultancies where the total fees to individual consultants were less than \$10,000. Our total expenditure for these consultancies was \$83,865 (excluding GST).

Details of consultancies over \$10,000

In 2024–25, we engaged 37 consultancies where the total fees to individual consultants were more than \$10,000. Our total expenditure for these consultancies was \$5,628,355 (excluding GST). See Table 7 for more information.

Disability Act

We are required to prepare and report on a disability action plan under the *Disability Act 2006* (Vic) (Disability Act). We formally launched our new plan in May 2025.

This plan was developed in conjunction with members of our EAAG. This group will also monitor implementation of the plan. Work also commenced on the IDEA strategic

framework aimed at unifying work across the VEC in support of inclusion, diversity, equity and access principles and priorities, and to drive change, culture, policy and practice improvements across the organisation.

Disclosure index

We have prepared this annual report in accordance with all relevant Victorian legislation and pronouncements. We have included a disclosure index at Appendix A that shows our compliance with statutory disclosure requirements.

Employment and conduct principles

We have policies and guidelines to ensure we:

- › uphold public sector conduct
- › value diversity
- › manage employment and underperformance
- › manage personal grievances
- › select on merit.

Table 6: Advertising campaigns with a media spend of \$100,000 or more

Name of campaign	Campaign dates	Campaign summary	Proposed campaign expenditure (including GST)	Actual campaign expenditure (including GST)
2024 local council elections	23 August 2024 until 1 April 2025	Statewide advertising and statutory advertising	\$1,361,276.43	\$1,369,435.77
Werribee District by-election	5 January 2025 until 9 February 2025	By-election advertising and statutory advertising press, radio, social media	\$145,051	\$137,279
Prahran District by-election	24 November 2024 until 9 February 2025	By-election combined advertising press, radio and social media	\$198,000	\$186,270

Note: These ‘campaigns’ combined statutory (functional) print advertising with other forms of campaign advertising.

Table 7: Consultancies over \$10,000 in 2024–25

Consultant	Purpose of consultancy	Total approved project fee (excluding GST)	Expenditure 2024–25 (excluding GST)	Future expenditure (excluding GST)
Anthony Spiteri t/a Pixel 3 Video Productions	In-language videos for the 2024 local council elections	\$35,010	\$35,010	–
BMM Testlabs	VEC updated count system functionality test against local and state regulations	\$39,860	\$39,860	–
Capire Consulting Group Pty Ltd	Review of community engagement program to improve services and community outreach	\$50,700	\$50,700	–
Clayton Utz	Legal advisory services	\$30,246	\$22,328	\$7,918
Code Black Psychology	Implementing a psychological health and safety program, to support and enhance organisation planning to minimise psychosocial risk	\$27,814	\$27,814	–
Connley Walker	Centralised activity site safety and security inspection and evaluation	\$24,000	\$24,000	–
Cube Group Management Consulting	VEC election evaluation capability building review – charter submission and final report	\$161,946	\$161,946	–
Davidson Executive and Boards Pty Ltd	Recruitment services	\$115,471	\$105,334	\$10,137
Deloitte Consulting Pty Ltd	VEC website support	\$201,392	\$177,535	\$23,857
Grant Thornton Australia Ltd	Internal audit services	\$203,729	\$116,313	\$87,416
Great Migrations Overseas	RMS custom upgrade project	\$1,718,303	\$1,326,893	\$391,410
Herbert Smith Freehills	Legal advisory services, human resource matters	\$25,404	\$24,521	\$882

Consultant	Purpose of consultancy	Total approved project fee (excluding GST)	Expenditure 2024–25 (excluding GST)	Future expenditure (excluding GST)
HSE Global Australia Pty Ltd	Occupational health and safety consultation services for Print Workshop	\$20,009	\$20,009	–
IMAIL Pty Ltd	Consultancy services for VEC 2024 local council elections	\$22,950	\$22,950	–
Indaus Immigration	Consulting services for Visa application	\$13,660	\$13,660	–
Isentia Pty Ltd	Advertising – media services	\$59,357	\$59,357	–
Kinatico Ltd	Human resources professional services – police checks	\$34,321	\$30,035	\$4,286
KPMG	Regulatory prioritisation framework and regulatory information management review	\$88,918	\$49,200	\$39,718
LAB3 Pty Ltd	Cybersecurity continuous improvement services	\$40,271	\$40,271	–
Leba Advertising (Aust) Pty Ltd	Translation, distribution, collection and reporting of ‘enrol’, ‘nominations’, ‘democracy ambassadors’ and ‘ballot packs’ media releases	\$48,840	\$48,840	–
Little Rocket Agency	Video production plan coordination and planning for First Nations ‘apparent failure to vote’ campaign	\$23,474	\$23,474	–
Melissa Rosenthal (South View Consulting)	Election delivery strategy workshops	\$15,895	\$15,895	–
Mint Productions Pty Ltd	VEC 10-year strategic planning workshops	\$22,748	\$10,550	\$12,198

Consultant	Purpose of consultancy	Total approved project fee (excluding GST)	Expenditure 2024–25 (excluding GST)	Future expenditure (excluding GST)
Nicole Cassar	Evaluation of First Nations sponsorship programs report	\$50,000	\$30,000	\$20,000
Official Jargon	Service sustainability review	\$183,111	\$97,152	\$85,958
Optimum Media Direction OMD	Advertising – direction on various campaigns	\$1,909,860	\$1,758,168	\$151,692
Orchard Film	2024 local council elections computer count information session videos	\$14,340	\$14,340	–
Peter Berry Consultancy Pty Ltd	Senior election official pool psychometric and integrity assessment programs	\$66,695	\$28,695	\$38,000
Picta Creative Pty Ltd	Prison education resources, including creative direction and design advice	\$23,700	\$22,850	\$850
Principals Pty Ltd	Corporate values review	\$106,702	\$106,702	–
Red Button Ltd	Distributed denial of service testing	\$38,401	\$38,401	–
Simply HR Pty Ltd	Workplace investigation and report	\$33,960	\$22,200	\$11,760
Statcom Group Pty Ltd	Create and supply evacuation diagrams for election offices	\$31,530	\$30,680	\$850
VisaEnvoy	Consulting services for Visa application	\$13,545	\$13,545	–
Vision Australia	Professional services – Braille ballot services	\$44,167	\$44,167	–
VOTAR Partners	Review of business continuity arrangements	\$37,925	\$18,500	\$19,425
Wallis Social Research	VEC voter focus groups project – completion of fieldwork and delivery of final report	\$50,100	\$50,100	–

Environmental performance

Our commitment to reducing the negative impact of our operations on the environment is reflected in our environmental sustainability report, under 'Our organisation'.

Executive officer disclosures

The Electoral Commissioner and Deputy Electoral Commissioner are appointed by the Governor in Council as statutory office holders and are not executive officers under the Public Administration Act.

Freedom of information

The community has the right to access information we hold under the *Freedom of Information Act 1982* (Vic) (FOI Act). We received 15 requests under the FOI Act during 2024–25, the same number as 2023–24. Of these, 4 requests were satisfied outside the formal FOI process and 6 requests were invalid and not proceeded with.

Five requests were assessed as valid. Of these:

- › 2 were processed with access to documents granted in full
- › One had access granted in part
- › One had access denied in full.

There was one request not yet finalised at 30 June 2025.

In processing these requests, we complied with all obligations under the FOI Act and Professional Standards. Information about how to lodge an application under the FOI Act is available on our website, or in Appendix E.

Gifts, benefits and hospitality register

To comply with Victorian Public Sector Commission standards for giving and receiving gifts, we publish a quarterly gifts, benefits and hospitality register on our website.

Grants and transfer payments (other than contributions by owners)

Our 'Total expenses from transactions' includes grants and assistance we pay to certain companies and organisations. During 2024–25, we provided grants totalling \$140,950 to 5 organisations (see Table 8).

Information and records management

We are responsible for managing information in line with standards issued by the Public Records Office Victoria (PROV) and OVIC. The types of information we manage are in our information asset register.

During 2024–25 we:

- › implemented an updated information asset register for VEC assets, allowing for better long-term management of the 183 information assets currently identified within the VEC environment
- › implemented a SharePoint site register to monitor and manage information throughout its lifecycle. This register is in the process of being updated to allow for lifecycle management of SharePoint hubs, sites and document libraries in line with PROV retention standards
- › identified 3,855 physical records in 1,719 boxes due for destruction in line with PROV retention standards. These records will be destroyed by the middle of August.
- › supported staff to understand and manage information in their custody securely, in line with obligations under the *Privacy and Data Protection Act 2014* (Vic).

Disclosure of information and communication technology (ICT) expenditure

ICT expenditure refers to our costs in providing business enabling ICT services in the reporting period. It comprises:

- › business as usual (BAU) ICT expenditure. BAU ICT expenditure is all remaining ICT expenditure that primarily relates to ongoing activities to operate and maintain the current ICT capability.
- › non-business as usual (non-BAU) ICT expenditure. Non-BAU ICT expenditure relates to extending or enhancing the VEC's current ICT capabilities.

For the reporting period, the VEC had a total ICT expenditure of \$29,985,078. This comprised:

- › total BAU ICT expenditure of \$16,964,053
- › total non-BAU ICT expenditure of \$13,021,025, including \$7,379,923 of operational expenditure (OPEX) and \$5,641,102 of capital expenditure (CAPEX).

National competition policy

If our services compete with another government business or private business, we must remove any advantage we have that comes from our government ownership alone if it is not in the public interest. We are required to cost and price our services as if they were privately owned and they must be fully cost reflective.

We use competitive neutrality policy as a tool to help us make decisions on resource allocation. This focuses on efficiency and does not override

other government policy objectives. We continue to comply with the national competition policy.

Health, safety and wellbeing

The goal of our health, safety and wellbeing (HSW) policy and supporting procedures and systems is that staff remain safe and healthy at work. Our HSW management system and our HSW action plans enhance safety performance and ensure safe systems of work.

In 2024–25, there were 96 incidents reported:

- › 49 injuries
- › 47 near misses
- › 39 hazards.

For more on our human resource management, including performance against HSW management measures, see ‘Our people’.

Pecuniary interest declarations

The Electoral Commissioner and the Deputy Electoral Commissioner completed declarations of pecuniary interests as required.

Public Interest Disclosures Act

We are committed to the aims and objectives of the *Public Interest Disclosures Act 2012* (Vic). Although we cannot receive public interest disclosures, we do not tolerate improper conduct by our employees, officers or members or reprisal against people who disclose such conduct. We recognise the value of transparency and accountability in our administrative and management practices and support disclosures that reveal:

- › corrupt conduct
- › conduct involving a substantial mismanagement of public resources
- › conduct involving a substantial risk to public health and safety or the environment.

Table 8: Grants to external bodies in 2024–25

Organisation	Purpose of grant	Amount (excl GST)
Centre for Multicultural Youth	Sponsorship of active citizen workshop (Ballarat)	\$500
Elisabeth Murdoch College	Sponsorship of Elisabeth Murdoch College’s Koorie Emerging Leaders in Schools program	\$49,000
Mallee Sexual Assault Unit Inc (Auspicing body)	Sponsorship of Kiilalaana Partnership	\$15,000
University of Melbourne	Regulation of Australian elections course and ongoing support of Electoral Regulation Research Network Sponsorship	\$47,950
Victorian YMCA Youth & Community Services Inc	Sponsorship of 5.5 teams in the 2025 Youth Parliament program	\$28,500
Total		\$140,950

We have statutory reporting obligations under the Electoral Act in relation to corrupt conduct and must notify the Independent Broad-based Anti-corruption Commission about suspected corrupt conduct.

Victorian Industry Participation Policy

We must report on implementing the Victorian Industry Participation Policy (VIPP) under the *Local Jobs First Act 2003*. We must apply VIPP in all tenders over \$3 million in metropolitan Melbourne and \$1 million in regional Victoria. We had no contracts where VIPP applied during 2024–25.

Additional information available on request

Information relating to the 2024–25 reporting period is available to ministers, members of parliament and the public on request (subject to the FOI Act) and is listed in Appendix C.

Information technology

Major projects

During the reporting period, we undertook a range of projects and initiatives focusing on the voter experience, enhancing core election systems, and improving how we work.

Highlights for the year include:

- › successfully delivering applications and technology for the 2024 local council elections, including the Candidate Helper application to fast track the nomination process
- › upgrading our website platform
- › replacing legacy technology
- › improving identity and access management
- › progressing technology upgrades to enhance management of the electoral roll.

Service improvements

Cybersecurity

We have extensive protective measures in place to maintain the confidentiality, integrity, and availability of electoral systems and data, which we further increase for major elections.

We regularly test our systems under pressure and conduct security reviews to validate our readiness to continue to manage the frequent probing of our

network and attempted cyberattacks we experience. Extensive testing of security controls, new software, and system readiness for expected loads was undertaken in the period, and in preparation for the local council elections.

The VEC maintains strong connections with relevant state and federal agencies, and we follow both state and federal cybersecurity guidance and data protection security standards. Our security program is structured around:

- › establishing governing rules and policies
- › preventing threats
- › identifying issues
- › detecting incidents early
- › responding swiftly to emerging problems.

This approach, derived from government guidelines, forms the foundation for the protection of our systems and data, and allows us to maintain robust, risk-based defences against ongoing and emerging cyber and information security threats to our organisation.

This approach is further supported by a new real-time threat intelligence feed to alert and block common cyberattacks in progress in Australia and overseas. This capability was newly established in the reporting period. We also require all staff to complete cyber and information security training on appointment, with mandatory annual cyber-awareness refresher training.

Enterprise architecture

This year, our enterprise architecture efforts focused on the application domain, whereby we developed a strategic application portfolio management approach to optimise the performance, lifecycle, and business value of our critical applications now and in the years to come. To complement this, we implemented an application architecture framework and application repository to drive the rationalisation and consolidation of software across the VEC.

Platforms

We utilise proven, established technology platforms that meet Australian Government security standards. We work continuously to improve our technology to ensure it performs reliably during critical election events and conduct stringent performance testing to ensure our systems can handle peak periods without major degradation or failure.

Enhancements in the reporting period have centred on:

- › network and service segmentation for stability
- › cost optimisation
- › security
- › exploration and preparation for modernising the VEC identity and access management technology stack in the next 12 months.

Planning for the future

We updated our technology and security strategies with a clearly defined mission to provide accessible election services using secure, reliable, and adaptable technology that meets rapidly evolving requirements.

By leveraging modern technology, data analysis, and user-centric design, we have fostered innovation and ensured our services are effective, streamlined our internal processes, and enhanced the experience for voters, candidates, and other stakeholders.

Logistics and resourcing

The organisational realignment in 2024 created the new Logistics and Resourcing Team in the ESD Branch. The team is comprised of the Warehouse Team, which includes the manager, warehouse operations and the new roles of senior manager, logistics and resourcing and manager, logistics and data. The updated team structure includes 8 full-time staff, and fixed-term surge positions for additional operational and project support.

The team has responsibility for operational activities relating to storage, maintenance, and logistics of VEC materials and equipment, both as a part of business-as-usual and major electoral events. For the 2024 local council elections, the team was responsible for ballot material management and tracking, cardboard production and recycling, and secure destruction of sensitive electoral material.

Transport and logistics

Transport and logistics activities in the reporting period included:

- › creating a team framework that outlines its objectives, scope of work, structure and personnel
- › scheduling and organising transportation of election materials across 85 VEC sites. This included 885 movements, using 490 trucks travelling a total of 110,263 kms

- › collaborating with other electoral commissions to promote knowledge sharing about:
 - systems and processes, including frameworks for mutual support during event operations
 - event materials, including unbranded cardboard, voting centre issuing-point packs and ballot box alternatives
- › engaging with our logistics partner TGE to transport materials and improve processes for future events
- › contributing towards implementing Dynamics 365 for managing inventory and ballot material
- › streamlining processes relating to schedule creation, venue acquisition, and vehicle routing
- › contributing to developing, planning, and implementing projects and providing subject-matter expertise for other 2026 state election work programs.

Warehousing

Warehousing activities included:

- › supporting the local council elections (see '2024 local council elections' in chapter 3)
- › preparing furniture and equipment for the AEC to support the 2025 federal election
- › stocktaking inventory of all materials held at the warehouse
- › testing and tagging 6,000 electrical items for the 2026 state election
- › preparing 100 pallets of unused ballot materials and records from the 2020 local council elections for destruction, in line with our records and information management policy.

Resourcing

During 2024–25, our resourcing work included:

- › collaborating with other work programs and projects to identify, confirm and update resourcing requirements for election sites used in the local council elections
- › ensuring EMS data was correct and updated to reflect site-specific requirements
- › collaborating with the Field Operations Team to update and rationalise EMS resourcing data to create a baseline standard for election sites for future events

- › working with the Election Systems Team to understand EMS development requirements to improve reporting for the inventory and ballot material management uplift project.

Procurement

Procurement in the reporting period included:

- › additional stationery and equipment to support manual insertion activities at the warehouse
- › replacement stock resulting from board of survey activities and our support of AEC operations for the federal election
- › support for our centralised activity site for the local council elections.

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Our core business

Register of electors

We maintain the Victorian register of electors and prioritise its accuracy and security. We use a range of activities and initiatives to keep the register current and complete. Our key objectives are to increase the proportion of eligible voters enrolled each year and maintain this at or above the national average.

Joint enrolment programs

We work closely with the AEC to maintain a joint enrolment process. This allows enrolment information to be shared to make sure Victorians are correctly enrolled for all elections. This arrangement helps support aligned and improved enrolment services and is led by a Joint Roll Management Committee (JRMC) that meets at least every 6 months.

An important focus of the JRMC in 2024–25 was further harmonising our processes with AEC processes to provide consistent and seamless enrolment services to voters. This reduced the divergence between the Commonwealth and state registers to 25,286 at 30 June 2025, down from 35,035 at 30 June 2024. Importantly, harmonisation efforts have removed all processes that contribute to new divergence.

Register maintenance

Under the Electoral Act, we receive information from organisations to help us prepare, maintain or review the register of electors. The Registrar of Births, Deaths, and Marriages provides data that allows us to identify and remove deceased persons. The Department of Justice and Community Safety provides data about people not entitled to enrol because they are serving prison sentences of 5 years or more.

Enrolled voters

The number of Victorians enrolled to vote increased over the year by 76,543 (1.69%) to 4,595,223 at 30 June 2025.

Victorian enrolment rate

We estimate the enrolment rate at 30 June 2025 was 98.3%. This is within our target of +/-1% variation from the national enrolment rate, which was 98.1% at the same date. The enrolment rate has increased by 0.4 percentage points since 30 June 2024.

Enrolment rate by age

Enrolment rates for ages 25 and above increased during the year compared to 30 June 2024. Enrolment rates also increased in the 18–24 bracket, and for 17-year-olds. We recommenced using Victorian Curriculum and Assessment Authority (VCAA) data in a modified engagement campaign for 2024–25 without causing divergence.

We moved to reporting on 14 age brackets, instead of the 6 reported since the 2022–23 financial year. This is in line with a recommendation from the EMC.

Table 12 shows how we use AEC data to track enrolment rates by age against both:

- › the national enrolment rate (the federal roll for all states and territories)
- and
- › the average enrolment rates for states and territories other than Victoria.

It is important to note that 16-year-olds are included in the ‘under 18’ component of the national rate, and the rates for all states and territories other than Victoria. This is because the age for provisional enrolment is 17 in Victoria and 16 in all other jurisdictions. As the eligible population is an estimate, enrolment rates greater than 99% are not reported due to potential overstatement.

Table 9: Joint enrolment program transactions 2020–21 to 2024–25

Joint enrolment program transactions	2020–21	2021–22	2022–23	2023–24	2024–25
New to roll	111,400	124,461	140,616	145,729	152,073
Reinstatements	22,273	29,853	33,417	29,019	31,883
Removals	68,648	83,601	72,704	118,287	116,773
Change of details	474,262	511,283	466,009	434,200	523,841
Total	676,583	749,198	712,746	727,235	824,570

Table 10: Total number of enrolled Victorians at 30 June between 2021 and 2025

Year	2020–21	2021–22	2022–23	2023–24	2024–25
Number of enrolled electors	4,310,413	4,369,200	4,446,146	4,518,680	4,595,223

Table 11: Proportion of eligible voter population enrolled at 30 June between 2021 and 2025

Year	2020–21	2021–22	2022–23	2023–24	2024–25
National average	96.2	97.1	97.5	97.9	98.1
Victoria	95.8	97.8	97.9	97.9	98.3
VEC upper target	97.2	98.1	98.5	98.9	99.1
VEC lower target	95.2	96.1	96.5	96.9	97.1

Table 12: Enrolment rate by age range at 30 June between 2021 and 2025

Year	2021 (%)			2022 (%)			2023 (%)			2024 (%)		
Jurisdiction	Vic	OSTA	Nat	Vic	OSTA	Nat	Vic	OSTA	Nat	Vic	OSTA	Nat
Under 18	16.8	1.7	4	14.8	1.6	3.5	12.1	1.3	2.8	1.2	1.1	1
18–24	86.7	82.6	84.6	91.9	84.5	88.4	92.6	87.7	90.3	91.1	87.8	90.2
25–29	93.5	94.9	95.2	97.9	95.1	97	97.7	95.4	97.2	99	95.6	97.9
30–34	93.6	94	94.9	97.9	96.4	97.2	97.9	96.6	97.3	98.8	96.8	97.9
35–69	97.6	97	97.7	98.5	96.9	97.8	98.7	97.2	97.9	98.8	97.8	98.2
70+	98.8	98.2	99	98.9	98.3	98.9	98.6	98.7	98.9	98.8	98.9	99

Year	2025 (%)		
Jurisdiction	Vic	OSTA	Nat
Under 18	3.6	1.4	1.4
18	69.8	63.6	67.1
19	89.1	86	89.2
20–24	98.8	92.6	96.9
25–29	99.1	94.8	97.7
30–34	99.2	96.4	98
35–39	98.9	97.6	98.3
40–44	99.1	98.1	98.4
45–49	99.1	98.3	98.8
50–54	99	98.3	98.6
55–59	99.1	97.5	98.4
60–64	98.4	97	97.9
65–69	98.8	97.6	98.5
70+	99	99	99

Vic Victorian enrolment rate
 OSTA Other state and territory average enrolment rate
 Nat National enrolment rate

Roll Management System redevelopment

Our RMS is a technology platform enabling us to maintain the register of electors and create electoral rolls and other products.

Our technical upgrade of RMS continued until mid-2025. This upgrade will ensure the system is secure and stable for future enhancements.

Voter statistics by region for 2024–25

Voter statistics by region for 2024–25 appear below:

- › Total number of electorates: 8 regions
- › Total number of voters: 4,595,223
- › Average number of voters per region: 574,402

Voter statistics by district for 2024–25

Voter statistics by district for 2024–25 appear below:

- › Total number of electorates: 88 districts
- › Total number of voters: 4,595,223
- › Average number of voters per district: 52,218

Table 13: Voter statistics by region at 30 June 2025

Region	Voter count	Variance to average (%)
Eastern Victoria	568,386	-1.05
North-Eastern Metropolitan	557,211	-2.99
Northern Metropolitan	587,503	2.28
Northern Victoria	559,791	-2.54
South-Eastern Metropolitan	581,958	1.32
Southern Metropolitan	555,026	-3.37
Western Metropolitan	587,340	2.25
Western Victoria	598,008	4.11

Table 14: Voter statistics by district at 30 June 2025

District	Voter count	Variance to average (%)
Albert Park	49,416	-5.37
Ashwood	52,348	0.25
Bass	54,939	5.21
Bayswater	50,801	-2.71
Bellarine	58,114	11.29
Benambra	51,367	-1.63
Bendigo East	54,814	4.97
Bendigo West	49,195	-5.79
Bentleigh	53,628	2.7
Berwick	61,631	18.03
Box Hill	51,250	-1.85
Brighton	49,730	-4.76
Broadmeadows	50,372	-3.54
Brunswick	55,321	5.94
Bulleen	50,402	-3.48
Bundoora	48,313	-7.48
Carrum	53,664	2.77
Caulfield	49,919	-4.4
Clarinda	48,925	-6.31
Cranbourne	56,255	7.73
Croydon	54,514	4.4
Dandenong	52,113	-0.2
Eildon	51,025	-2.28
Eltham	49,876	-4.49
Essendon	52,203	-0.03
Eureka	56,602	8.4
Euroa	52,383	0.32

District	Voter count	Variance to average (%)
Evelyn	52,184	-0.07
Footscray	50,758	-2.8
Frankston	50,517	-3.26
Geelong	52,898	1.3
Gippsland East	50,853	-2.61
Gippsland South	50,314	-3.65
Glen Waverley	50,405	-3.47
Greenvale	53,686	2.81
Hastings	50,215	-3.84
Hawthorn	51,242	-1.87
Ivanhoe	49,004	-6.15
Kalkallo	63,597	21.79
Kew	50,425	-3.43
Kororoit	58,013	11.1
Lara	50,476	-3.34
Laverton	53,109	1.71
Lowan	51,213	-1.92
Macedon	50,066	-4.12
Malvern	48,203	-7.69
Melbourne	54,394	4.17
Melton	57,157	9.46
Mildura	48,480	-7.16
Mill Park	47,423	-9.18
Monbulk	49,208	-5.76
Mordialloc	52,913	1.33
Mornington	49,483	-5.24
Morwell	54,839	5.02

District	Voter count	Variance to average (%)
Mulgrave	47,170	-9.67
Murray Plains	48,281	-7.54
Narracan	53,139	1.76
Narre Warren North	52,707	0.94
Narre Warren South	55,944	7.14
Nepean	50,539	-3.22
Niddrie	51,852	-0.7
Northcote	52,610	0.75
Oakleigh	53,106	1.7
Ovens Valley	49,047	-6.07
Pakenham	52,672	0.87
Pascoe Vale	50,824	-2.67
Point Cook	53,507	2.47
Polwarth	54,270	3.93
Prahran	48,759	-6.62
Preston	52,526	0.59
Richmond	49,436	-5.33
Ringwood	53,840	3.11
Ripon	53,166	1.82
Rowville	50,119	-4.02
Sandringham	48,250	-7.6
Shepparton	51,729	-0.94
South Barwon	58,033	11.14
South-West Coast	53,774	2.98
St Albans	47,211	-9.59
Sunbury	49,146	-5.88
Sydenham	60,851	16.53
Tarneit	55,731	6.73

District	Voter count	Variance to average (%)
Thomastown	52,534	0.61
Warrandyte	51,384	-1.6
Wendouree	52,305	0.17
Werribee	58,237	11.53
Williamstown	48,925	-6.31
Yan Yean	53,404	2.27

Providing enrolment information

The register of electors contains enrolment information, including name, address, date of birth, and gender. The Electoral Act strictly regulates the way we collect, use and disclose enrolment information. We only disclose information as required or authorised by the law and protecting voter information is fundamentally important to us.

Mandatory provision of enrolment information

There are several circumstances where we must make information available. We must:

- › make the list of Victorian electors, excluding silent electors, available for public inspection at our offices. This list only includes names and addresses, and people can only search for information by name. We must update this list every 6 months
- › have the latest print of any electoral roll produced for an election (excluding silent electors) available for public inspection, free of charge. This contains name and address details only. We can determine the locations and times it is available
- › provide lists of Victorian electors, excluding silent electors, to RPPs (statewide lists) and members of parliament (listing voters in the member's district or region) for them to use for permitted purposes only. Details provided are name, address, postal address (if different to enrolled address), date of birth, gender, and relevant electorate information. We do not provide phone numbers or email addresses
- › provide a copy of the electoral roll for state elections or voters' roll for local council elections, excluding silent electors, to candidates for an election. Details provided are name, address, postal address (if different to enrolled address), and relevant electorate information. We do not provide phone numbers or email addresses.

Enrolment information is also provided under other legislation. Under section 19 of the *Juries Act 2000* (Vic), we provide lists to Juries Victoria of people who are eligible for jury service, and process exemptions from jury service monthly. We provided a total of 33 jury rolls during 2024–25.

We also share enrolment information with councils to prepare accurate voters' rolls for local council elections.

The LG Act allows a copy of the voters' roll to be released to council CEOs on request. This can be used to communicate or consult with the community about the council's functions. In 2024–25 we provided 10 councils with a copy of their certified voters' roll for the general elections.

Discretionary provision of enrolment information

The Electoral Act allows us to release enrolment information to other organisations in defined circumstances. We may enter an information sharing agreement with an applicant, provided the public interest for them to be given the information outweighs our obligation to protect the privacy of the enrolment information they have requested. Strict conditions regulate these agreements, including that we cannot provide the details for silent electors, and penalties can apply for non-compliance or misuse. We must report on any information provided to ensure transparency.

For more information around the purpose of these agreements, please visit vec.vic.gov.au/privacy/sharing-enrolment-information

We provided 6 organisations with information under existing agreements. Our agreement with the Victorian Assisted Reproductive Treatment Authority was terminated after they ceased operations on 31 December 2024. A standing agreement is in place with Victoria Police, which allows immediate secure access to the register of electors.

2024 local council elections

The 466 elections across 78 Victorian local councils in October 2024 represented the largest number of concurrent council elections in Victoria's history and a significant increase from the 298 elections in 2020. Our capacity for agile planning and execution was tested further with a total of 2,327 candidates nominating for 645 vacancies.

In planning and delivering the elections, we were committed to upholding integrity, transparency, and public confidence in all processes. We operated on the principles of managing costs effectively and providing election services with a strong local focus.

Service plan and initiatives

The *2024 Local Government elections service plan* was released in June 2024 and outlined the structure, key timelines, and strategies for administering the elections. The plan also introduced several new and enhanced initiatives to reflect our strategic approach to modernise electoral delivery, enhance security, and encourage voter participation across Victoria's diverse local government landscape.

One of these measures included strengthening ballot paper security, which built on measures originally introduced for the 2014 state election. These intended to safeguard the integrity of the voting process by reducing the risk of tampering or fraud.

We worked closely with key stakeholders, including Local Government Victoria, the LGI, and peak sector organisations. We provided regular updates to councils and entered into individual electoral service agreements to ensure clarity and transparency throughout the election process, and to govern our provision of electoral services for the 2024–28 council term.

We also explored operational efficiencies through centralising activities. This initiative helped contain costs and optimise resources while maintaining the accuracy and transparency of the conduct of the election. Where feasible, multiple councils benefited from:

- › a centralised replacement vote service
- › the public enquiry service
- › count facilities.

VoterAlert

Introduced during the 2018 state election, VoterAlert provided timely SMS and email reminders to state-enrolled voters. These messages encouraged voters to check and update their enrolment details before

the close of roll, aiming to increase participation and reduce informality.

We sent VoterAlert reminders to state-enrolled voters about:

- › checking their registered postal address was current
- › the close of roll date
- › uncontested elections (meaning they didn't need to vote)
- › missed entitlements (how to vote if they had updated their details after the close of roll)
- › the ballot pack mailout period
- › the final week to return completed ballot material.

State-enrolled voters in Moira Shire only received:

- › the close of roll date reminder
- › a message explaining there was no election for Moira Shire Council after the council was dismissed by the Victorian Parliament in 2023.

Table 15: Information provided to organisations under section 34 of the Electoral Act, 2024–25

Organisation	Look ups requested	Unsuccessful searches	Information provided
Adoption Information Service	124	39	85
Anglicare Victoria	2	2	–
Victorian Assisted Reproductive Treatment Authority	9	1	8
State Revenue Office	(List of voters provided monthly)		
BreastScreen Victoria	(List of voters in relevant cohort provided quarterly)		
Victoria Police	9,111 searches		

We also sent distinct VoterAlert campaigns to voters in certain geographical areas regarding:

- › a street post box fire (Wodonga City Council)
- › the theft of a street post box (Bayside City Council)
- › a printing error in a candidate statement (Port Phillip City Council)
- › a stolen Australia Post van (Monash City Council).

Election venues and resourcing

This was the second time we conducted all local council general elections in Victoria by post. We worked closely with Australia Post to ensure ballot packs were distributed and returned efficiently and the postal network was cleared of VEC mail each day during the postal voting period.

Ballot packs were primarily assembled using insertion machinery by our service providers under our supervision, but we also used 3,000 square metres of our warehouse for manual ballot pack insertions.

Under legislation, no more than 35% of ballot material can be dispatched to voters on any single day. Between Monday 7 and Thursday 10 October, we mailed 4,434,755 ballot packs, which voters had to complete and drop in the post or deliver back to us by 6 pm on Friday 25 October. We did not mail ballot packs to voters enrolled in wards with uncontested elections.

We set up 78 election offices and 2 large computer-count venues located at Sandown Park and Melbourne Convention and Exhibition Centre to support counting operations.

At the conclusion of the elections, our warehouse managed the return and storage of material from all election offices, including sorting envelopes, forms and stationery materials and logging and packing up 200 pallets of sealed parcels.

Enrolment

At the close of roll on Wednesday 7 August, 4,613,421 people had enrolled to vote. This included:

- › 4,494,630 state-enrolled voters
- › 118,791 council-enrolled voters.

This was an overall increase of 277,141 compared to the 2020 local council elections.

Media and communication services

To help councils understand changes ahead of the elections, we delivered targeted communication plans that covered:

- › enrolment entitlements for council-enrolled voters under the LG Act
- › election timelines, including an earlier close of the roll, under the LG Regulations.

Closer to and during the election period, we provided metropolitan and regional outlets with media releases about the elections. These included 419 statewide and council-specific media releases and advisories.

We also published 866 statutory advertisements for the elections across 143 local newspapers and 2 major daily newspapers. All printed material was developed in-house.

Services to candidates

We held in-person candidate information sessions delivered by the election managers appointed to manage each council election.

Prospective candidates could access support from our candidate helpdesk and resources from our website. From the opening of each election office, candidates could seek support directly from the election manager.

Education and engagement services

In addition to providing peer-to-peer electoral education through our DA program, we engaged with our 6 priority communities through several other initiatives for the elections.

We partnered with organisations to deliver 4 active citizenship workshops to support engagement for the elections. The sessions for community leaders took place in Shepparton, Ballarat, Gippsland and Melbourne. We also delivered 11 specialist enrolment sessions in prisons.

Our in-language election resources included:

- › translated website content and interpreter phone lines in 20 languages
- › in-language video information in 10 languages
- › translated enrolment forms
- › in-language interviews on SBS radio.

Voting and turnout

Of the 466 elections, 424 elections were contested and 42 were uncontested. The election for Yarriambiack Shire Council was fully uncontested. No election was held for Moira Shire Council because it is under administration until the general elections in 2028.

By the close of voting on Friday 25 October, we had received 3,108,687 votes. An additional 595,343 votes were received during the extended postal vote receipt period, which were eligible for inclusion where the election manager determined the voter declaration was completed before the deadline.

With a total of 3,704,030 votes cast, the 2024 elections recorded a record-high turnout of 83.54% – a 2.07 percentage point increase from 2020.

Counting the votes

As required by the relevant council structure, proportional representation was used in 30 multi-councillor and unsubdivided councils, supported by our computer count application. For elections in the 47 councils that are made up of single-councillor wards and for the Melbourne City Council leadership team election, the preferential voting method was used.

Counting took place in the 3 weeks after the close of voting. All election results were declared on or before Thursday 14 November 2024 – one day ahead of the final planned date for declarations on Friday 15 November.

Voting formality

The informality rate reduced to 3.51% from 4.76% in 2020, indicating effective public engagement strategies and improved voter understanding. Further information about this is in our report to Parliament on these elections, available on our website.

Compulsory voting enforcement

We are responsible for enforcing compulsory voting provisions. Following the elections, we issued 532,168 'apparent failure to vote' notices. Following this, we sent 449,904 infringement notices to individuals who failed to vote or respond adequately. It is estimated that a further 339,624 'penalty reminder' notices were issued to those who did not pay the initial fine or chose to take their matter to court. We will lodge outstanding infringement matters with Fines Victoria in 2025–26 to manage the next stage in the program.

These elections were the first where compulsory voting requirements extended to all enrolment categories for all councils. Previously, compulsory voting obligations only applied to Melbourne City Council elections and to state-enrolled voters for all other councils.

Customer feedback and complaints

Throughout the election period, we handled 1,361 complaints. None were referred to councils as local law matters, but 18.72% were referred to the LGI for alleged breaches of the LG Act. The average response time for complaints was 4.1 working days.

Inquiries and disputes

VCAT hears disputes on the validity of local council elections. This includes the review of a council election result if it is an unsubdivided council, or a ward election in a subdivided council. Under section 311 of the LG Act, the following parties can apply to VCAT for a review of an election within 14 days after a result is declared:

- › a candidate in the election
- › 10 persons who were entitled to vote at the election
- › the VEC.

Once an application is made, VCAT has broad powers to resolve the matters in dispute, including to:

- › uphold or dismiss an application
- › find a councillor was not duly elected, or a candidate duly elected
- › declare an election void and require a new election.

VCAT received 5 applications to review results arising from the 2024 local council general elections. Two applications were made by individual candidates, one application was made by a group of at least 10 voters, and 2 applications were made by the VEC.

One candidate-initiated application in relation to the Grasslands Ward election for Brimbank City Council was subsequently withdrawn by the candidate.

We agreed to an application by a candidate for a recount of the Knox City Council, Dobsons Ward election. This was conducted on 9 December 2024. The successful candidate did not change from the original count, and the application was dismissed by consent of the parties.

An application by a group of voters in Latrobe City Council, Yallourn Ward for a further recount of the election was unsuccessful. We had already conducted a recount due to the close result. In its decision to dismiss the application, VCAT decided that for a recount to be justified, some form of invalidity in the election process needed to be established, and that the closeness of results alone is not evidence of invalidity. This was consistent with our submissions.

We applied to VCAT for a review of the validity of the election for Lalor Ward in Whittlesea City Council, where we identified suspected postal vote tampering. VCAT found there was interference with the election and, given the small margin of 39 votes, it was possible that the interference may have affected the outcome. VCAT declared the election void, which created an extraordinary vacancy.

We also applied for an inquiry into the Knox City Council, Baird Ward election following our detection of suspected postal vote tampering. VCAT found there was interference with the election but the mathematical evidence of the votes for each candidate made it clear there was no impact on the election result.

VCAT's decisions in relation to the Knox City Council, Baird Ward and Whittlesea City Council, Lalor Ward elections were consistent with our submissions for both matters. These matters were also referred to Victoria Police and the LGI for investigation.

Costing and invoices

We operate under a marginal cost recovery model to recoup reasonable expenses incurred during the conduct of local council elections. This ensures councils are charged only for the actual cost of delivering their election. We provided initial cost estimates to councils in December 2023, followed by quotes in May 2024.

The first round of invoicing, issued in May 2025, covered the provision of electoral services. The total amount invoiced across the 78 councils was \$36,593,001.15 (excluding GST). This represented the bulk of service costs and was based on the marginal cost recovery framework.

We scheduled additional invoicing for next financial year to recover costs related to the compulsory voting enforcement program. These cost calculations do not include revenue from infringement notices and legal proceedings against people failing to vote. While we manage collecting these fines, legislation requires us to remit all associated revenue to respective councils.

Other electoral activity

Outside of the local council general elections program, we conducted 8 electoral events in 2024–25. The details of all election activity conducted during the reporting period appear in Table 16 and Table 17 on page 61.

Local council by-elections and countbacks

An extraordinary vacancy arises in a council when a councillor resigns, dies or can no longer hold office. A countback is conducted in the first instance when there

is an extraordinary vacancy in a multi-councillor ward or unsubdivided council. A by-election is held when:

- › there is an extraordinary vacancy in a single-councillor ward
- › there is a failed countback

or

- › there are no eligible candidates.

There were no by-elections held within 3 months before the general elections in October 2024.

We conducted 2 countbacks to fill an extraordinary vacancy. Both countbacks were held online using Microsoft Teams and our web-based computer countback application. The average cost to councils of a countback in 2024–25 was \$960 (excluding GST). This included configuration of the countback application and staff time but excluded advertisements in local newspapers if required.

All by-elections and countbacks complied with legislative requirements and were within budget. No elections failed or were overturned. Please see Table 17 on page 61 for details of all by-elections and countbacks conducted during 2024–25.

State by-elections

A state by-election occurs if a member of parliament for the Legislative Assembly resigns or can no longer hold office. We conduct these as required, within minimum prescribed timeframes. There were 2 state by-elections in 2024–25. The cost of conducting the district by-elections was approximately \$2,109,500 each.

Other elections and polls

Under Victorian legislation, we are required to conduct certain elections and polls. Depending on the legislation, we may partly or wholly fund these. We also conduct fee-for-service and non-statutory elections that meet certain criteria, including the number of voters, the existence of formal election rules, and election timing.

Both fee-for-service elections we conducted in the reporting period complied with relevant rules or legislation and were delivered on time and within budget.

Table 16: Electoral activity, 2020–21 to 2024–25

Type of activity	2020–21	2021–22	2022–23	2023–24	2024–25
State elections (88 districts, 8 regions)*	–	–	1	–	–
State supplementary elections	–	–	1	–	–
State by-elections	–	–	–	2	2
Local council general elections	299	3	–	–	466
Local council by-elections	3	3	3	2	–
Local council countbacks	4	11	18	14	2
Liquor licensing polls**	–	2	–	–	–
Commercial elections and polls	3	4	3	2	4
Total	86	21	26	20	84

* Narracan District resulted in a failed election and led to a supplementary election.

** Following amendments to the *Liquor Control Reform Act 1998* (Vic) in December 2021, we are no longer required to conduct these polls.

Table 17: Other elections, countbacks and polls 2024–25

Election	Type	Election date	Voting method	Location	Voters
Municipal Association of Victoria Board Director – Metropolitan South region by-election	Fee-for-service	Uncontested 5 September 2024	Postal	VEC head office	6
Murray Valley Wine Grape Growers Industry Development Order poll	Fee-for-service	20 September 2024	Postal	VEC head office	280
Lake Tyers Aboriginal Trust Committee of Management election	Fee-for-service	20 February 2025	Attendance	Lake Tyers	165
Golden Plains Shire Council countback	Countback	13 January 2025	–	VEC head office	–
Municipal Association of Victoria Board – President and Director Elections 2025	Fee-for-service	7 March 2025	Postal	VEC head office	79
Golden Plains Shire Council countback	Countback	11 June 2025	–	VEC head office	–

Electoral representation

No electoral structure or ward boundary reviews were conducted in the reporting period.

Regulation

Regulatory uplift

As the regulator of Victoria’s electoral environment, the VEC is responsible for making sure that everyone plays by the rules to:

- › protect our democracy
- › safeguard free and fair elections
- › ensure compliance and transparency in electoral systems and political financing.

We strive to be a capable, competent and credible regulator and work with other electoral commissions, integrity and law enforcement agencies, and regulatory partners.

To help us set strategic goals for the 2026 state election and beyond, we commissioned an independent review of our operations. This review produced a report delivered in August 2024, which made 16 recommendations for improvement.

The 16 recommendations form the basis for our regulatory uplift program. The program commenced in November 2024 and will deliver projects to make the VEC a more effective regulator, including:

- › publishing our regulatory objectives – a statement of our regulatory purpose derived from the Electoral Act

- › launching our first regulatory strategy
- › reviewing our regulatory governance arrangements
- › expanding our strategic engagement, including legislative advocacy about our regulatory powers and tools
- › enhancing our technological capability.

In this reporting period, we have developed regulatory objectives to shape and guide our future work. We have also progressed our first regulatory strategy. Together, these will help us deliver more targeted and coordinated regulatory compliance outcomes.

Other projects in the program will be finalised in the next financial year.

Funding and disclosure

We administer Victoria’s political funding and donation disclosure laws, which:

- › impose bans or caps on certain political donations
- › increase accountability and transparency through disclosure and real-time reconciliation of political donations
- › provide access to funding.

The funding and disclosure regime includes disclosure obligations for giving and receiving political donations. It provides candidates, elected members and RPPs access to 3 streams of funding:

- › administrative expenditure funding for general office costs

Table 18: Electoral structure and boundary reviews 2020–21 to 2024–25

Type of activity	2020–21	2021–22	2022–23	2023–24	2024–25
State redivisions (EBC Act 1982)	0	1	0	0	0
Electoral structure reviews (LG Act)	0	0	12	27	0
Ward boundary reviews (LG Act)	0	0	0	10	0
Total	0	1	12	37	0

- › policy development funding for policy development costs
- › public funding for campaign costs.

We pay administrative expenditure funding in advance every quarter to independent elected members and RPPs with elected members. Policy development funding entitlements are paid retrospectively at the end of each calendar year. We calculate and pay public funding eligibility and entitlements based on first preference votes received at an election. Public funding recipients may also be paid in advance instalments before the next state election, and we recover over-payments in line with the Electoral Act. All recipients of funding must provide an audit certificate for their expenditure claimed.

Donation caps, thresholds and funding amounts are indexed annually under section 217Q of the Electoral Act. The indexation increase factor for 2024–25 was 1.038139.

General cap, disclosure threshold and funding amounts were applied as set out in Table 19.

VEC Disclosures online disclosure system

VEC Disclosures is our online disclosure reporting system, accessible via our website. It is an integrated political donations disclosure and annual return submission tool for all stakeholders governed by Part 12 of the Electoral Act.

Political donations overview

The Electoral Act requires donors and recipients of political donations above the disclosure threshold (\$1,210 in 2024–25) to disclose a donation within 21 days of making or receiving it.

During the reporting period we published information on 261 donations on VEC Disclosures. These donations were valued at \$625,675. The public can view these published donations, which boosts the transparency of the Victorian political system.

Donations above the general cap

One RPP received donations above the general cap from 2 individual donors and was required to forfeit these to the state. As required by the Electoral Act, we will also

Table 19: Donations and disclosures indexed values for 2024–25

Item	Amount
Disclosure threshold	\$1,210
General cap	\$4,850
Public funding MLA	\$7.28 per first preference vote
Public funding MLC	\$3.63 per first preference vote
Administrative expenditure funding (per year), capped at 45 members	\$242,400 for the 1st member \$84,830 for the 2nd member \$42,430 for the 3rd to 45th member
Policy development funding	\$1.21 per first preference vote or \$30,290 (whichever is more)

deduct the amount of public funding payable to the party relating to the recent Prahran District by-election. The total estimated financial impact will be \$18,135.

Donation disclosure timeliness

During 2024–25, we implemented a regulatory priority project to improve awareness of and compliance with disclosure obligations. This program included education, engagement and enforcement activities.

For the 2024–25 reporting period, 66.67% of donations were non-compliant with the 21-day disclosure obligation, including partially compliant and non-compliant donations. There was only a 2.36 percentage point increase in overall compliance compared to 2023–24, when 69.02% of published donations were non-compliant. This shift is not considered significantly different. The focus of the regulatory priority project in 2024–25 was on the existing cohort of late or undisclosed donations. This work involved policy consideration of treatment of these matters as well as education and support to relevant stakeholders. In the next financial year, we expect to move further into prevention of future non-compliance in this area.

Donation timeliness breakdown by donor and recipient

In our 2023–24 annual report, 65% of donors were late disclosing and 60% of recipients were late disclosing.

Political donation disclosure activity was at its highest between February and March 2025, when a total of 72 donations were disclosed (31 in February and 41 in March). This coincided with the Prahran and Werribee district by-elections held in February.

Political donation monitoring

We track donations by organisations and individuals for illegal activity. This could include:

- › donations from a foreign source
- › donations exceeding the general cap
- › multiple donations by businesses
- › banned donations
- › schemes to circumvent funding and disclosure laws.

Table 20: Timeliness for donations published in 2024–25

Compliance status	Timeliness status	Number	% of total
Fully compliant	Donation disclosed on time by both donor and recipient	90	33.33
Partially compliant	Donation disclosed late by one party to the transaction	116	42.96
Non-compliant	Donation disclosed late by both donor and recipient	64	23.7
Total		270	100

Table 21: Donor and recipient compliance

Donor and recipient compliance status	% non-compliant
Donors were late meeting their disclosure obligations	58.69
Recipients were late meeting their disclosure obligations	40.28

Organisational donors must have a registered Australian business number (ABN) or Australian Company Number (ACN).

Annual returns

The number of annual returns for the 2023–24 financial year (published in the reporting period of 2024–25) was 72. This included:

- › 16 from RPPs
- › 51 from associated entities
- › 3 from nominated entities
- › 2 from independent candidates.

This is fewer submissions than last year because the annual returns published last year were for financial year 2022–23 and more entities had reporting obligations from their funding and disclosure activities during the 2022 state election.

We received 11 declarations in 2023–24 from organisations that met the definition of a third-party campaigner organisation in 2022–23. They did not have an obligation to submit an annual return for 2023–24 as they did not satisfy the definition of a third-party campaigner in this period.

Stakeholder engagement

Throughout the reporting period, we provided information and advice to political entities and the public on Victoria's funding, political expenditure and donation laws. This included briefing newly appointed registered officers of RPPs and independent members of parliament.

Several new initiatives were introduced in 2024–25 to enhance our stakeholder engagement and education on annual return obligations. These included conducting virtual information sessions for submitters and auditors, and giving stakeholders the opportunity to provide feedback on their experience via our inaugural annual returns survey.

Our Head of Funding, Disclosure and Registration was the inaugural chair of the Electoral Council of Australia and New Zealand (ECANZ) Funding and Disclosure Community of Practice (CoP). This CoP was established in 2023 and held 3 meetings during the reporting period, and focused on sharing strategies for engaging with external stakeholders.

Political funding

During the reporting period, we facilitated payments of \$13,154,212 on behalf of the state to eligible RPPs, independent elected members and candidates. This included:

- › \$192,400 in public funding for the Prahran District by-election, to 4 recipients
- › \$258,629 in public funding for the Werribee District by-election, to 5 recipients (another 2 recipients' funding applications were under review at the end of the period)
- › \$5,942,952 in advance public funding, to 20 recipients
- › \$6,729,941 in administrative expenditure funding, to 12 recipients. Administrative expenditure funding payments are made on a calendar year basis
- › \$30,290 for policy development funding to one recipient.

We also recovered \$110,710 (excluding withheld funding) of over-payments from the previous financial year. Over-payments most often occur when funding recipients do not incur the full entitlement paid to them as claimable expenditure.

Currently, when an RPP is de-registered or an independent elected member leaves the Victorian Parliament, they do not have continued reporting obligations under Part 12 of the Electoral Act. This means we cannot recover debts arising from over-payment of funding amounts paid to recipients in this circumstance, and they are not obliged to continue to provide audited statements showing their use of funding amounts paid to them. We have raised this issue for a future legislative change, and we have reported these debts as unrecoverable with the Victorian Auditor-General's Office. In 2024–25, we wrote off a total of \$53,362 in funding-related debt, comprising 3 separate debtors, as it was unrecoverable.

Before writing off any funding-related debts, we invite formerly registered political parties and former independent elected members to voluntarily repay over-payments. These repayment arrangements are managed on a case-by-case basis.

Funding assessment

We received applications, statements of expenditure, annual returns and audit certificates as required from the eligible funding recipients, and assessed these documentations in accordance with the legislated requirements for completeness, compliance, and accuracy.

Most submissions contained errors, including:

- › misused forms or incorrect submission date
- › incorrect information submitted in the documentation, which includes:
 - misstated expenditure or entitlement amounts
 - incorrect attestation
 - incorrect RPP name
 - misstated start date and end date of the statement period
 - misstated ASIC registration number or auditor provider company ABN.

We resolved these errors with the applicants. We will continue to update our forms and guidance to try and reduce the volume of errors.

Electoral compliance and enforcement

Although we received most allegations of offences through our complaints process, we also received internal referrals, own motion matters, and information and intelligence from other law enforcement and integrity agencies.

Regulatory approach

We use a constructive compliance approach to empower electoral participants and equip them with tools to comply. In instances of non-compliance, we gauge the extent of harm and respond proportionately. Through provision of information and education, we aim to pre-emptively address challenges, mitigate risks and encourage electoral responsibility. Our proactive approach reinforces the foundation of electoral integrity, ensuring democratic processes are upheld.

During the period, we received 33 new investigations, and closed 45 cases. At 30 June 2025, there were 9 active investigations underway.

Table 22: Investigation activity, 1 July 2024 to 30 June 2025

Total cases created and category	
Category	Number of investigations
Preliminary investigation	26
Investigation: Part 3 (enrolment procedures and information)	1
Investigation: Part 5 (election procedures)	0
Investigation: Part 6 (voting)	0
Investigation: Part 9 (enforcement and offences)	0
Investigation: Part 12 (election expenditure and political donations)	6
Investigation: Miscellaneous (multiple part/other legislation)	0
Total investigations (including open investigations)	33
Closed – findings	45
Open – active investigation	9
Total	54

Field compliance support

During the reporting period, our Electoral Compliance Team supported 2 state by-elections and undertook additional compliance monitoring during the 2024 local council elections. Compliance officers supported field operations to uphold regulatory standards. We also seconded 2 investigators for a 6-month period to the LGI to assist in their investigative work in relation to the local council elections.

Regulatory partnership

Our Electoral Compliance Team maintains regulatory partnerships with key stakeholders to increase the efficacy of compliance and law enforcement. Active partnerships have been established with Victoria Police, the LGI, Australia Post, Office of the eSafety Commissioner and state and federal electoral commissions. These collaborations underpin our compliance activities, fostering mutual understanding and collective action.

Coercive powers of compliance officers

The Electoral Act provides for VEC employees to be appointed as compliance officers so we can regulate Victoria's funding and disclosure requirements. The limited powers provided to compliance officers allow them to require certain people to produce documents or other information, or appear to give evidence. We are conscious of the responsibility of this power and manage its use accordingly. The CNCB provides ongoing oversight and advice to the Electoral Commissioner on the use and review of compliance officer powers.

At 30 June 2025, the CNCB comprises:

- › 2 members of our EMG: the director, people and the chief information officer
- › an independent member, who is the Chair of the board.

During the reporting period, compliance officers issued 14 written notices under Part 12 of the Electoral Act. During the reporting period, no person issued with a notice by a compliance officer requested a review of the notice.

Intelligence Cell

The Intelligence Cell (the cell) supports the Electoral Compliance Team to gather, analyse and share crucial information. During 2024–25, the cell:

- › monitored social media, news outlets, and other sources for trends and indicators of non-compliance

- › produced intelligence products to inform regulatory decision making and provide situational awareness to Electoral Compliance Team members during election events
- › conducted preparatory analysis to inform capability planning and continuous improvement measures for the cell.

The cell produced 15 products during the reporting period including:

- › products supporting election events
- › intelligence summaries
- › target profiles
- › external agency disclosure reports
- › strategic intelligence.

Compulsory voting enforcement

We enforce compulsory voting (CV) requirements after elections, by-elections and polls where voting is compulsory. The Electoral Commissioner appoints a staff member as the Prosecution Officer to follow up CV.

During 2024–25, we finalised CV enforcement for the:

- › 2023 Mulgrave District by-election
- › 2024 Greater Dandenong City Council, Yarraman Ward by-election.

We also started the enforcement process for the 2024 local council elections and the 2025 Prahran and Werribee district by-elections.

We conduct the first stage of the non-voter follow-up process under Part 9, Division 2 of the Electoral Act, or section 266 of the LG Act. If enrolled voters do not respond, or provide an invalid response, we follow them up under the Infringements Act.

The 3 stages of enforcement or non-voter follow-up we manage are:

1. dispatching 'apparent failure to vote' notices to enrolled voters who appear not to have voted. Non-voters have 28 days from the date of the notice to provide a valid excuse for failing to vote
2. issuing an infringement notice to people who did not respond, or who provided an invalid response to

the apparent failure to vote notice. A penalty amount is applied (for 2024–25 this was set at \$99). Non-voters have 35 days to respond to the notice by paying the penalty or seeking a review. We also consider written correspondence from non-voters detailing their reasons for failing to vote

3. sending a penalty reminder notice to people who do not pay the infringement penalty. Prescribed costs are added to the original penalty amount (currently set at \$28.40). Non-voters have 28 days to respond to this notice by paying the penalty or seeking a review.

After the penalty reminder notice expires, we refer any outstanding matters to Fines Victoria for further enforcement action.

During the infringement period, non-voters have several options under the Infringements Act. They may:

- › pay the full penalty amount
- › ask for a payment plan

- › ask for an internal review of the infringement
- or
- › ask us to refer the matter to the Magistrates’ Court.

We reconcile penalties collected during the infringement period and transfer these to consolidated revenue or forward them to councils as required.

We also collate and transfer all penalties collected by Fines Victoria. Most of the monies are collections via Fines Victoria from older elections. In 2024–25:

- › a total of \$1,582,628.78 was paid into consolidated revenue from parliamentary elections
- › a total of \$1,494,597.72 was forwarded to councils from local council elections held since 2016.

We will remit further payments to consolidated revenue and to councils as we receive them from Fines Victoria.

Table 23: Enforcement of compulsory voting 2024–25

Election	Notice type*	Mailout	Records	Penalties collected to 30 June 2025	Fines Victoria lodgement date	Number of records lodged with Fines Victoria
Mulgrave District by-election 2023	1	9 January 2024	6,240	\$33,060.09	30 July 2024	2,602
	2	5 March 2024	4,231			
	3	31 May 2024	3,045			
Greater Dandenong City Council – Yarraman Ward by-election 2024	1	29 April 2024	1,703	\$10,285.70	24 October 2024	1,026
	2	24 June 2024	1,512			
	3	26 August 2024	1,207			

* 1 – Apparent failure to vote
2 – Infringement
3 – Penalty reminder

Lodgement with the courts

Non-voters can choose to have their matter heard in the Magistrates' Court. During 2024–25, no matters were heard.

Lodgement of outstanding matters with Fines Victoria

After the penalty reminder stage for elections enforced in 2024–25, we lodged 3,628 outstanding non-voter records with Fines Victoria.

Communication services

Advertising

In addition to our advertising for the 2024 local council elections (see '2024 local council elections' above) we published statutory advertising for:

- › 2 state by-elections (Pahran and Werribee districts)
- › 2 local council by-elections (Darebin and Whittlesea city councils)
- › 2 local council countbacks for Golden Plains Shire Council.

A total of 20 statutory and non-statutory advertisements (including reminder advertisements) were published for these events, along with RPP notices.

Media services

We maintain an open and informative relationship with Victorian media outlets. Throughout 2024–25, we provided metropolitan and regional outlets with media releases around electoral events (including the local council general elections, by-elections and countbacks), funding and disclosure laws and our register of political parties.

Throughout 2024–25, we issued:

- › media releases and advisories about the local council general elections (see '2024 local council elections' above)
- › 18 proactive releases for the Pahran and Werribee district by-elections
- › 46 proactive releases about other regulatory matters.

We commit to responding to all media queries within 3 business days. In 2024–25, we responded to 547 media enquiries, with:

- › 469 resolved on the same business day

- › 65 resolved within one business day
- › 5 resolved within 3 business days
- › 8 taking longer than 3 business days.

Selections: the VEC newsletter

Selections is our annual stakeholder newsletter. We distribute it to:

- › state and local council representatives
- › government departments
- › the EMC
- › our employees
- › senior election officials
- › RPPs.

The 2024 edition was published in December and highlighted key activities from 2023–24. The newsletter was distributed digitally through e-marketing software, with the stories hosted on our website. *Selections* was opened by 456 recipients with 114 click-throughs. The stories hosted on the website received a combined 1,256 views.

Social media

Our social media channels continue to be a critical medium for community outreach, education and engagement, and publicising information about electoral events.

Over the financial year, we published:

- › 206 X (formerly Twitter) posts
- › 198 Facebook posts
- › 144 Instagram posts
- › 71 Threads posts
- › 49 YouTube videos
- › 141 LinkedIn posts.

These generated 99,634 visits to our website. Most of these came from Facebook (76,700), followed by X (13,065).

VEC website

Our website continues to be the first point of contact for hundreds of thousands of Victorians each year. People visit the website for information about election events, to perform enrolment transactions, and to learn about our programs and activities.

In 2024–25, a total of 3,319,134 users visited the website, with over 5 million visits. Over two thirds (67%) of these visits were made using a mobile device.

VoterAlert

In 2024–25, our VoterAlert notification service was successfully used to send key election reminders to state-enrolled voters by SMS, email or both for:

- › the 2024 local council elections
- › the Prahran and Werribee district by-elections
- › council by-elections in Darebin and Whittlesea city councils.

For information on VoterAlerts sent for the council general elections, please see ‘2024 local council elections’ above.

For the Prahran and Werribee state by-elections, VoterAlert reminders were sent to state-enrolled electors about:

- › the close of roll date
- › their EasyVote Guide and opening of early voting
- › missed entitlements
- › an election day reminder (to those who hadn’t voted early).

Across council by-elections VoterAlert reminders were sent to state-enrolled electors about:

- › the close of roll date
- › the ballot pack mail-out period
- › the last week to return completed ballot material.

VoterAlert will continue to be deployed at all future elections to raise awareness of elections.

Research and development

We conduct research on electoral matters in the public interest and on an ongoing basis. This is guided by a research policy and plan developed in consultation with the organisation. The policy and plan include research to inform service delivery improvements and electoral participation across a range of stakeholder groups.

Online Research Panel

Our Online Research Panel (ORP) embeds the voices of voters into our communication and service design and is a growing part of our research capability. A new panel was recruited in 2023 to further enhance the value and role of the ORP. During 2024–25, we conducted 3 major surveys with the panel, covering areas such as:

- › our reputation
- › voting services at the 2024 local council elections.

Electoral Regulation Research Network

We joined the New South Wales Electoral Commission and the University of Melbourne in March 2012 to establish the Electoral Regulation Research Network (ERRN). The purpose of ERRN is to foster discussion on electoral regulation research among academics, electoral commissions and other interested groups.

ERRN hosts or sponsors various seminars and workshops, available mostly in-person or online. Past events have covered the voting age in Australia, US elections, political parties and the courts, political lobbying regulation and the launch of a report on digital campaigning and political finance in Asia and the Pacific.

In 2024–25, ERRN convened its biennial forum. The forum was held over 2 days (on 2 and 3 December) and included a range of presenters covering areas such as:

- › the 2023 Voice Referendum
- › global trends in elections
- › political financing
- › the impact of AI and social media
- › representation and inclusion in elections.

The forum also included a public lecture – ‘Lies, law and elections: regulating truth in political advertising’ – with panellists Dr Yee-Fui Ng, Professor Lisa Hill and Louise Milligan, and moderated by John Faine.

Various other ERRN seminars and workshops were held in 2024–25 on topics such as electoral law and Australian democratic processes.

Australian Research Council partnership on informal voting

We continued to work with the University of Adelaide and Flinders University as part of an ARC linkage study on informal voting in Victoria. The study was initially planned for 4 years, but has now been extended for an additional year. It addresses the issue of informal

voting at state and local council levels over 3 election periods, with the final instalment of informal voting data provided following the 2024 local council elections.

The informal vote study in its current form, including partnerships with universities, will end in early 2026. As part of the study, the university partners will independently produce a series of policy recommendations. Further research findings will be published and shared following final analysis and the formal end of the partnership. Our financial commitment to the research over 5 years is \$60,000 plus an in-kind contribution equivalent to \$214,050. The study was completed in April 2025.

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Our stakeholders

Inclusion and participation

We understand the importance of diversity, equity and inclusion to ensure all Victorians can actively participate in their democracy. Following the sunset of our previous inclusion plans, we consulted with our community stakeholders and advisory group members to develop 5 new education and engagement plans. These were all launched throughout April and May 2025 and provide a direction for the next 2 years to better support groups who are under-represented in the electoral process. The plans will ensure we consult, collaborate and co-design our education and engagement programs so they are driven by the voice of lived experience.

We also further developed and strengthened our democracy ambassador (DA) program to provide peer-to-peer electoral education and information sessions to our 6 priority communities. These include people with disability, multicultural communities, Aboriginal communities, people experiencing homelessness, people in prison and young people. In the last financial year we provided 381 outreach sessions reaching over 17,700 participants.

Inclusion of Aboriginal communities

Ngabun-Bambunj Aboriginal education and engagement plan

We launched our first Aboriginal education and engagement plan, *Ngabun-Bambunj*, on 1 April 2025. The plan is the result of years of engagement and consultation. Ngabun-Bambunj means 'courage, brave, bold' in the Woi Wurrung language. It was gifted to the VEC by Wurundjeri, Ngurai Ilim Wurrung woman Dr Mandy Nicholson.

The plan provides the direction for our work with Victorian Aboriginal communities and has already progressed to engaging First Nations consultant Nicole Cassar to develop an evaluation framework and build our capability in culturally safe evaluation. This framework will incorporate data sovereignty principals and our Aboriginal engagement work, including partnerships with external stakeholders.

Democracy ambassadors

Our DAs were mentored and supported by our staff to deliver education and engagement sessions. The DAs attended outreach events with our Aboriginal engagement staff to support awareness of the local council elections and encourage electoral participation.

Sponsorships

We launched sponsorships with 2 organisations working with young Aboriginal and Torres Strait Islander Victorians: Koorie Emerging Leaders in Schools (KELiS) and Kiilalaana Foundation. These sponsorships support our engagement with young Victorians in the Frankston area and Loddon Mallee Region.

Inclusion of multicultural communities

Multicultural education and engagement plan

The new *Multicultural education and engagement plan* was launched in May. This plan builds on the work of the previous *Multicultural inclusion plan* and will guide our engagement and program design with multicultural communities until 2027.

Active citizenship education

We partnered with organisations to deliver active citizenship workshops, detailed in '2024 local council elections' on page 56.

Engagement with communities, service providers and staff

Our DAs and engagement staff attended community and cultural events, conferences, forums, and professional networking events across the state. In addition to outreach by DAs, the multicultural engagement coordinator presented to 64 conferences, forums, and professional networks.

We delivered in-language resources to support the 2024 local council elections. Please see chapter 3 for more information.

Inclusion of people experiencing homelessness or incarceration

Prison and without a home education and engagement plan

We launched our new *Prison and without a home education and engagement plan* in May. This plan provides focus to our work in these 2 complex sectors and will expand our stakeholder relationships to those working with young people.

Education and engagement

We have continued to strengthen our partnerships with the prison sector to support the delivery of education and engagement for those sentenced or on remand in Victoria. Further refinement and piloting of our co-designed prison electoral education program was completed and this program will now be rolled out across the state. Please see '2024 local council elections' on page 56 for more information.

We have also prioritised developing partnerships within the homeless sector in key regional areas such as East Gippsland, Geelong, and the Mallee region. This has included regular outreach and information sessions and working with consumer participation groups.

Inclusion of people with disabilities

Disability education and engagement plan

The new *Disability education and engagement plan* was launched in May. This plan builds on the work of the previous *Disability inclusion plan* and continues to strengthen our focus on electoral education and resource development for people with disability and those who support them.

Electoral education in disability services and specialist schools

During this reporting period, DAs delivered 90 sessions within the disability sector, including 21 in specialist schools and 16 in other education settings.

We attended events hosted by the disability sector to provide information and education on electoral participation. We engaged with over 500 participants including carers, support workers, and people living with disabilities at the VALiD conference, Futures Connect Brimbank Careers Expo and various Special Olympics Victoria events.

Carers and supporters

In the last year, we developed stakeholder relationships to establish a carers and supporters electoral participation working group. We will work with this group to co-design electoral education, information, and promotional resources for carers, supporters, and family members of people with disabilities in the lead up to the 2026 state election.

Inclusion of young people

Young people education and engagement plan

The new *Young people education and engagement plan* was launched in May following consultation and input from members of the YPAG. The new plan has a focus on employing more young people as DAs and establishing the early formation of positive voting behaviour.

YMCA Victoria Youth Parliament

We supported the 2024 Youth Parliament program by sponsoring 6 teams of young people aged 15 to 25 years from our priority community groups. This year's teams included young people from:

- › Buloke and Loddon shires

- › Launch Housing Education (City of Monash)
- › Mildura Rural City
- › South East Community Links (Greater Dandenong)
- › The Huddle (City of Melbourne)
- › Manor Lake College (Wyndham Vale).

We work to ensure young people are included in the program from community groups that experience additional barriers to electoral participation. Our staff provided civics education at the program's youth camp with a presentation on democracy and how to vote followed by an election for the Youth Premier and various roles in the chamber.

Passport to Democracy

The longstanding VEC Passport to Democracy (PTD) program continued to support the electoral education needs of schools, teachers and young people. The PTD website continued to provide important civics and electoral information with website activity showing 13,206 visits, 14,833 pageviews and 2,180 downloads of the resources.

We also ran a teacher civics professional development training session in partnership with Social Education Victoria, the Parliament of Victoria and the VCAA. This was attended by 62 teachers and student teachers and we will use evaluation and feedback collected to inform the design of future training.

Candidate and political party services

Party registration

It is not compulsory for political parties to register to contest an election, but registering has benefits for parties under the Electoral Act. These include an entitlement to:

- › access funding
- › include the party name and logo next to its candidates' names or group on ballot papers
- › access enrolment information on a periodic basis (for permitted purposes).

To qualify for registration, a political party must have at least 500 eligible members. Eligible members must be:

- › on the Victorian register of electors

- › party members in accordance with the party's rules
- › not members of another RPP or party applying for registration.

Registration reviews

At the end of the previous reporting period, the Democratic Labour Party (DLP) and Family First Victoria applied to have our decision to de-register the 2 parties under section 60 of the Electoral Act reviewed by VCAT.

VCAT ordered a stay of our de-registration decision which preserved the parties' rights, privileges and duties as RPPs. Along with all other RPPs, the 2 parties were required to apply for re-registration during the ensuing re-registration period (see below).

As both the Democratic Labour Party (DLP) and Family First Victoria subsequently met their member eligibility requirements during the re-registration process, we agreed with both parties that there was no longer a need for the VCAT proceedings to continue. The process concluded with both parties withdrawing their VCAT applications.

Re-registration

In accordance with the Electoral Act, all RPPs were required to apply for re-registration between 28 August and 28 October to stay on the register for the 2026 state election. A party had to demonstrate, to our satisfaction and in accordance with our set processes, that it had 500 eligible members. All 16 RPPs applied for re-registration and met the criteria to remain registered.

Register of political parties

We establish and maintain a register of political parties under the Electoral Act. In 2024–25, we administered:

- › one registered officer change
- › one registered officer address change
- › one name and logo change
- › one registration of logo.

Services to local council candidates

At all times of the year, prospective candidates can access support from our candidate helpdesk and resources from our website. From the opening of each election or by-election office, candidates can seek support directly from the election manager.

Please see '2024 local council elections' on page 56 for information on our services to candidates for the general elections.

Services to candidates and parties for state by-elections

To support independent candidates and RPPs in relation to the Prahran and Werribee district by-elections on Saturday 8 February, we held virtual information sessions on Monday 23 December and Thursday 9 January for each district, respectively. We updated the candidate and scrutineer handbooks for these by-elections to incorporate feedback and reflect process changes made since the last state by-elections.

Independent candidates could liaise directly with our candidate helpdesk or the local election managers, and RPPs had direct contact with our head office Candidate Services Team to lodge nominations and apply to register how-to-vote cards.

Several registered officers and RPP state directors also contacted members of our executive team to raise concerns and quickly resolve issues.

Candidate handbooks and online tools

We publish candidate and scrutineer handbooks with information about timelines, legal requirements, and key processes for both state and local council elections.

These handbooks, along with all relevant forms, are available to candidates in candidate information kits via election offices. Scrutineer handbooks are available at all counting locations. We also publish these on our website.

Our Candidate Helper application supports candidates with their paperwork to fast-track the nomination process.

Table 24: RPPs at 30 June 2025

Political party	Political party logo	Registered officer	Address
Animal Justice Party Abbreviated name: AJP Re-registered 17 October 2024		Austin Cram	Ground floor, 470 St Kilda Rd Melbourne VIC 3004
Australian Labor Party – Victorian Branch Abbreviated name: Australian Labor Party Re-registered 3 October 2024		Efstratios Steven Staikos	Locked Bag 3240 Melbourne VIC 3001
Companions and Pets Party Abbreviated name: Companions and Pets Re-registered 21 November 2024		Milton Wilde	PO Box 195 Ringwood East VIC 3135
Democratic Labour Party (DLP) Abbreviated name: Labour DLP Re-registered 18 December 2024		Cary de Wit	PO Box 1402 Melbourne VIC 3001
Family First Victoria Re-registered 25 November 2024		Jane Foreman	Level 19, 180 Lonsdale St Melbourne VIC 3000
Freedom Party Re-registered 21 November 2024		Morgan Jonas	PO Box 8098 North Rd VIC 3187
Legalise Cannabis Victoria Abbreviated name: Legalise Cannabis Registered 21 November 2024		Craig Ellis	GPO Box 3426 Sydney NSW 2001
Libertarian Party Abbreviated name: Libertarian Re-registered 14 November 2024		Robert McCathie	117/757 Bourke St Docklands VIC 3008
Liberal Party of Australia – Victorian Division Abbreviated name: Liberal Re-registered 3 October 2024		Stuart Smith	GPO Box 2342 Melbourne VIC 3001

Political party	Political party logo	Registered officer	Address
National Party of Australia – Victoria Abbreviated name: The Nationals Re-registered 14 November 2024		Lyndel Feery	Level 13, 30 Collins St Melbourne VIC 3000
New Democrats Re-registered 25 November 2024		Kaushaliya Vaghela	PO Box 8081 Tarneit Post Shop, Wyndham Village Shopping Centre Shop 7A, 380 Sayers Rd Tarneit VIC 3029
Pauline Hanson's One Nation Abbreviated name: One Nation Re-registered 7 November 2024		Pauline Hanson	PO Box 136 Pinkenba QLD 4008
Shooters, Fishers and Farmers Party Victoria Abbreviated name: Shooters, Fishers & Farmers Vic Re-registered 2 December 2024		Nicole Bourman <i>Secretary</i>	PO Box 92 Moorabbin VIC 3189
Sustainable Australia Party – Stop Overdevelopment/Corruption Abbreviated name: Sustainable Australia Party Re-registered 14 November 2024		William Bourke	Suite 15, 20 Burlington St Crows Nest NSW 2065
The Australian Greens – Victoria Abbreviated name: Australian Greens Re-registered 24 October 2024		Martin Shield	GPO Box 4589 Melbourne VIC 3001
Victorian Socialists Re-registered 7 November 2024		Corey Oakley	83 Sydney Rd Brunswick VIC 3056

Electoral bodies

We work with various national and international electoral bodies to increase electoral harmonisation. Our continued innovation is based on an exchange of ideas and collaborative research with these bodies. These relationships also support our capacity to advise on legislative change.

Other electoral agencies

We provide voting services and information for other electoral bodies under reciprocal arrangements. The support we provided during 2024–25 is detailed in Table 25 below.

Electoral Boundaries Commission

As required by legislation, we provide administrative and technical services to the EBC, an independent statutory agency that comprises the Chief Judge of the County Court, the Surveyor-General and the Electoral Commissioner.

The EBC did not meet during the 2024–25 financial year. The report of the EBC is included in this report at Appendix I on page 139.

Electoral Council of Australia and New Zealand

ECANZ is a consultative council of the Electoral Commissioners from the Commonwealth, states and territories of Australia and New Zealand.

Formed in 2012, ECANZ has evolved into a forum to discuss all aspects of electoral administration, encourage cooperation and address challenges to improve access and equality for all voters. The ECANZ charter is available at ecanz.gov.au

ECANZ met on 4 occasions in 2024–25, and considered broad themes, including those relating to:

- › electoral integrity and service delivery, including the use of AI
- › the influence of social media on electoral delivery and integrity

Table 25: Support to other electoral commissions 2024–25

Election date	Jurisdiction	Election	Vote types	Total votes issued
24 August 2024	Northern Territory	Northern Territory Legislative Assembly election	43 ordinary 1 declaration	44
19 October 2024	Australian Capital Territory	Legislative Assembly election	195 ordinary 1 declaration	196
19 October 2024	New South Wales	2024 Epping, Hornsby and Pittwater state by-elections	9 Epping 2 Hornsby 2 Pittwater	13
15 November 2024	South Australia	2024 Black by-election	5 ordinary	5
8 March 2025	Western Australia	Western Australia state election	629 ordinary 11 declaration	640
15 March 2025	New South Wales	Port Macquarie state by-election	4 ordinary	4
24 May 2025	Tasmania	2025 Legislative Council elections – Montgomery, Nelson and Pembroke	6 ordinary	6
Total votes issued for all elections				908

- › cyber security
- › mis- and disinformation.

We also participated in the following ECANZ information and knowledge sharing CoPs:

- › Funding and Disclosure
- › Finance
- › National Election Operations
- › Communication, Education and Engagement (established June 2025).

Electoral Matters Committee

We regularly contribute to inquiries by the EMC. The EMC's powers and functions are determined by the *Parliamentary Committees Act 2003* (Vic) and include inquiring and reporting to parliament on:

- › parliamentary elections and referendums in Victoria
- › elections of councillors under the LG Act
- › administration or practices related to the Electoral Act and any other electoral law.

Our people

Inspired people

Our strategic focus remains on building a capable, engaged, and inclusive workforce. We aim to ensure our people have the skills, support, and opportunities they need to succeed – now and into the future.

We will invest strategically in staff development, wellbeing, and career progression, ensuring value for money while fostering a diverse and inclusive workplace. Strengthening capability, engagement, and satisfaction will help us build a resilient workforce aligned with our long-term goals.

Aligning our workforce to strategy

We continue to embed the functional changes introduced through our organisational realignment. These changes have required further adaptation this year across the workforce, particularly in areas supporting our 2 core statutory functions: election delivery and regulatory services.

A key focus has been aligning workforce capabilities and structures to better support our regulatory responsibilities. This has involved targeted change management and workforce support to ensure teams are equipped to meet evolving demands.

We are also aligning our workforce to deliver on both our corporate strategy and our new election delivery strategy, which sets out a 3-, 5-, and 10-year vision. To support this, we introduced a new workforce planning policy and advanced work to mature a consistent management approach across our entire workforce. This will culminate in the delivery of a strategic workforce plan by the end of 2025.

Culture and capability

This year, we strengthened the People Branch by recruiting specialist roles to support key areas including:

- › employee experience
- › culture and engagement
- › leadership
- › learning and development
- › employee and industrial relations
- › policy
- › diversity, equity and inclusion.

To support meaningful staff engagement, we established employee representative groups, including the People Matter Survey Working Group, with members from different branches and VPS levels. This group was instrumental in shaping our response to staff feedback and developing a targeted action plan. Moving forward, it will evolve into the Culture Advisory Group to guide and refine our ongoing culture and capability initiatives.

We also established the IDEA Committee to lead the development of our IDEA framework and oversee key initiatives, including the GEAP and our response to the positive duty under the Equal Opportunity Act.

In parallel, we refreshed our vision, purpose, community commitment, and organisational values to ensure our culture and strategic direction align with the expectations of our workforce and the Victorian community. Together with our broader initiatives, this work lays the foundation for a more inclusive, engaged, and values-driven organisation.

People services and workplace relations

Over the past year, we have continued to review and improve internal workflows to enhance the employee experience at the VEC. This included refining processes related to:

- › performance and development discussions
- › probation period management
- › recruitment and onboarding.

These improvements will help streamline operations, reduce administrative complexity, and provide more consistent support for employees and managers.

This work has progressed alongside surge recruitment activities and workplace-relations support for:

- › the 2024 local council elections
- › state by-elections
- › local council by-elections.

The People Branch continues to play an important role in equipping the workforce to meet the demands of these high-profile events.

Health, safety and wellbeing

This year, we enhanced our HSW practices to support major electoral events and the expansion of our operations, including the new Print Workshop. We focused on proactively managing physical and psychosocial risks through strengthened:

- › hazard identification
- › incident reporting
- › response systems.

In preparation for the 2024 local council elections, we established clear OHS governance, delivered targeted training, and introduced simplified tools to support consistent safety practices. An internal communications plan was also launched to promote shared responsibility and reinforce a positive safety culture. These initiatives have positioned us to manage risk effectively and maintain a safe, healthy, and resilient workforce.

Workforce profile

We continue to grow, increasing from 229 ongoing roles in 2023–24 to 270 ongoing roles in 2024–25 to support operational delivery.

Staff turnover was 17.21% in 2024–25, compared to 12.44% in 2023–24.

Gender diversity composition shifted slightly in comparison to previous years with 46% male, 53% female and 1% self-described. Across all age groups, gender representation is relatively balanced, noting that self-described individuals constitute a smaller and therefore less represented group.

Table 26: Recruitment, departures and turnover 2020–21 to 2024–25

Year	Headcount (ongoing)	FTE (ongoing, fixed term and casual)	Commencements (FTE)	Departures (FTE)	Staff turnover (%)
2020–21	149	171.51	29.6	25.7	14.98
2021–22	168	160.87	53.62	30.64	19.05
2022–23	191	233.37	43.4	46	19.71
2023–24	229	295.47	68.9	40	12.44
2024–25	270	329.88	75.23	60.7	17.21

(Departures FTE includes resignations, fixed-term contract ends and dismissals.)
Due to a calculation error, incorrect FTE figures were published last year. The table has now been updated to reflect correct figures for 2023–24.

Staff demographics

Comparative workforce data

Table 27: VEC active staff demographics, last pay period June 2024 to June 2025

	2023–24					2024–25				
	Ongoing		Fixed term and casual		Total	Ongoing		Fixed term and casual		Total
	Head count	FTE	Head count	FTE	FTE	Head count	FTE	Head count	FTE	FTE
Gender										
Male	110	107.26	38	38	145.26	127	124.99	43	35	159.99
Female	117	112.01	36	35.2	147.21	142	135.46	51	31.43	166.89
Self-described	2	2	1	1	3	1	1	2	2	3
Total	229	221.27	75	74.2	295.47	270	261.45	96	68.43	329.88
Age										
Under 25	2	2	4	4	6	1	1	4	1	2
25–34	54	53.6	29	29	82.6	62	61	22	18	79
35–44	70	66.76	20	19.8	86.56	94	90.54	28	24.63	115.17
45–54	49	47.51	13	13	60.51	60	58.71	20	14	72.71
55–64	45	43.6	8	7.4	51	47	45.4	15	8	53.4
Over 64	9	7.8	1	1	8.8	6	4.8	7	2.8	7.6
Total	229	221.27	75	74.2	295.47	270	261.45	96	68.43	329.88

	2023–24					2024–25				
	Ongoing		Fixed term and casual		Total	Ongoing		Fixed term and casual		Total
	Head count	FTE	Head count	FTE	FTE	Head count	FTE	Head count	FTE	FTE
Classification										
Executive officer	0	0	2	2	2	0	0	2	2	2
Senior executive service	1	1	5	4.8	5.8	0	0	8	8	8
STS	12	12	0	0	12	10	10	3	3	13
VPS grade 1	0		0	0	0	0	0	0	0	0
VPS grade 2	14		9	9	20.97	11	8.1	4	3	11.1
VPS grade 3	33		22	22	53.7	43	42.5	43	16.63	59.13
VPS grade 4	71		16	16	84.1	81	78.5	23	23	101.5
VPS grade 5	72		17	17	88.1	82	81.05	12	12	93.05
VPS grade 6	26		4	3.4	28.8	43	41.3	1	0.8	42.1
Total	229		75	74.2	295.47	270	261.45	96	68.43	329.88

Due to a calculation error, incorrect FTE figures were published last year. The table has now been updated to reflect correct figures for 2023–24.

External contractors and temporary staff employed by agencies are excluded, along with election appointees to statutory offices as defined in the *Public Administration Act 2004* (Vic), and election casual staff employed under the Electoral Act.

Table 28: Full time equivalent staffing trends at 30 June 2021 to 30 June 2025

Year	Ongoing employees				Fixed term		Casual		Totals	
	Number (head count)	Full time (head count)	Part time (head count)	FTE	Number (head count)	FTE	Number (head count)	FTE	Number (head count)	FTE
2021	149	130	19	142.41	27	28.9	2	0.2	178	171.51
2022	168	150	18	160.87	62	59.37	3	2.87	233	223.12
2023	191	173	18	184.57	51	48.8	0	0	242	233.37
2024	229	205	24	221.27	75	74.2	26	0	330	295.47
2025	270	245	25	261.45	69	68.43	27	0	366	329.88

Occupational health and safety

Initiatives and outcomes

We successfully developed, refined, and implemented a suite of HSW processes to support the delivery of the local council elections in key areas including:

- › venue acquisition hazard reviews
- › pre-existing illness and injury disclosures
- › Employee Assistance Program (EAP)
- › psychological health and safety through a harm-minimisation framework
- › online HSW event reporting
- › ergonomic assessments.

A significant outcome of these efforts was a 200% increase in reported HSW events, rising from 26 for the 2020 local council elections to 78 for 2024. While all categories of HSW events increased, this was largely attributed to improvements in reporting. Encouragingly, a substantial portion of the increase related to hazard identification and near-miss incidents, reflecting a proactive safety culture.

In April 2025, we launched operations of our new high-volume Print Workshop in Port Melbourne.

Working with the Operational Team and other functions, the HSW Team delivered a comprehensive OHS readiness plan, including:

- › site-specific induction and training
- › traffic and emergency management plans
- › safe work procedures
- › appropriate personal protective equipment.

A strong safety culture continues to be embedded at the workshop, with key learnings informing improved HSW practices across the VEC.

Hazards, incidents and injuries

During 2024–25, we received a total of 96 incident notifications (see Table 29 and Table 30). There were 47 near-miss incidents and 49 injury or illness.

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Table 29: Hazards, incidents and injuries reported, 2020–21 to 2024–25

Year	Incidents and injuries	Hazards
2020–21	83	3
2021–22	10	1
2022–23	190	3
2023–24	10	0
2024–25	96	39

Table 30: Reported incidents, hazards and near-misses by type, 2024–25

Category	Hazard	Near miss	Injury/illness
Property damage	1	1	–
Biological	1	–	1
Manual handling	–	–	3
Vehicle/plant	1	3	–
Electrical	3	1	–
Ergonomics	2	–	3
Hazardous material/substances	5	–	–
Personal medical condition	–	–	6
Environmental	6	–	–
Other	3	1	2
Emergency	2	4	–
Contact with object	–	1	10
Slips, trips and falls	4	4	9
Psychosocial	4	11	8
Occupational violence and aggression	3	18	5

Table 31: Our performance against OHS management measurements 2020–21 to 2024–25

Measure	KPI	2020–21	2021–22	2022–23	2023–24	2024–25
Incidents	Staff FTE (VPS only)	171.51	223.12	233.37	285	329.88
	Number of incidents	83	10	190	10	96
	Rate per 100 FTE	48.39	4.48	81.42	2.45	29.17
Claims	Number of standard claims	–	0	5	4	1
	Rate per 100 FTE	–	0	2.14	1.4	0.30
	Number of lost time claims	–	0	3	4	1
	Rate per 100 FTE	–	0	1.29	1.4	0.30
	Number of claims exceeding 13 weeks	–	0	4	4	1
	Rate per 100 FTE	–	0	1.71	1.4	0.30
Fatalities	Fatality claims	–	–	–	–	–
Claim costs	Average cost per standard claim	–	0	\$1,054.40	Not available	\$21,710
Return to work (RTW)	Percentage of claims with RTW plan <30 days	–	0	50%	50%	0%
Management	Evidence of OHS policy statement, OHS commitment objectives, regular reporting to senior management of OHS, and OHS plans (signed by CEO or equivalent)	Completed	Completed	Completed – currently being reviewed	Completed – currently being reviewed	Completed – current policy effective from 8 April 2024
	Evidence of OHS criteria in purchasing guidelines (including goods, services and personnel)	Completed	Completed	Completed – currently being reviewed	Completed – currently being reviewed	Completed

Measure	KPI	2020–21	2021–22	2022–23	2023–24	2024–25
Consultation	Evidence of agreed structure of designated workgroups (DWGs), health and safety participation representatives (HSRs) and issue resolution procedures (IRPs)	Completed	Completed	Completed – currently being reviewed	Completed – currently being reviewed	Completed – DWGs and elected HSRs outlined on VEC intranet
	Compliance with agreed structure on DWGs, HSRs and IRPs	Completed	Completed	Completed – currently being reviewed	Completed	Completed – reviewed electronic communications from HSRs, meetings from OHS Committee covering all DWGs and HSRs
Risk management	Percentage of internal audits/inspections conducted as planned	25%	80%	0%	50%	50%
	Percentage of issues identified and actions arising from:					
	internal audits	100%	100%	100%	100%	0%
	HSR provisional improvement notices (PINs)	0%	0%	0%	0%	0%
	WorkSafe notices	0%	0%	0%	0%	0%
Training	Percentage of managers and staff that have received OHS training in:					
	induction	100%	100%	100%	100%	89%
	management training	0%	75%	100%	100%	80%
	contractors, temps and visitors	100%	100%	100%	100%	71%
	Percentage of HSR trained:					
	acceptance of role	100%	100%	100%	100%	100%
	refresher training	100%	100%	16.70%	100%	100%
	reporting of incidents and injuries	100%	100%	100%	100%	100%
EAP usage	Total client cases	–	–	10	3	28
	Hours by service	–	–	21	4	14.5
	Appointments by case	–	–	2.1	4	8.5

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Financial statements

Declaration in the financial statements

The attached financial statements for the Victorian Electoral Commission have been prepared in accordance with Directions 5.2 of the Standing Directions of the Assistant Treasurer under the *Financial Management Act 1994*, applicable Financial Reporting Directions, Australian Accounting Standards, including Interpretations, and other mandatory professional reporting requirements.

We further state that, in our opinion, the information set out in the comprehensive operating statement, balance sheet, statement of changes in equity, cash flow statement and accompanying notes, presents fairly the financial transactions during the year ended 30 June 2025 and financial position of the Commission at 30 June 2025.

At the time of signing, we are not aware of any circumstance which would render any particulars included in the financial statements to be misleading or inaccurate.

We authorise the attached financial statements for issue on 27 August 2025.



Sven Bluemmel
Electoral Commissioner
Victorian Electoral Commission
Melbourne



Binh Le
Chief Financial Officer
Victorian Electoral Commission
Melbourne

Comprehensive operating statement

for the financial year ended 30 June 2025

	Notes	2025 (\$'000)	2024 (\$'000)
Continuing operations			
Income from transactions			
Special appropriations	2.2 & 2.3	124,025	62,560
Other Income	2.4	72	–
Total income from transactions		124,097	62,560
Expenses from transactions			
Employee expenses	3.1.1	(69,175)	(39,682)
Depreciation and amortisation	5.1.1	(4,806)	(4,914)
Interest expense		(6)	(4)
Other operating expenses	3.2	(62,670)	(20,709)
Total expenses from transactions		(136,657)	(65,309)
Net result from transactions (net operating balance)		(12,560)	(2,749)
Other economic flows included in net result			
Net gain/(loss) on non-financial assets		20	–
Other gains/(losses) from other economic flows		(36)	54
Total other economic flows included in net result		(16)	54
Comprehensive result		(12,576)	(2,695)

The comprehensive operating statement should be read in conjunction with the notes to the financial statements.

Balance sheet

as at 30 June 2025

	Notes	2025 (\$'000)	2024 (\$'000)
Assets			
Financial assets			
Cash and deposits	7.1	10	8
Receivables	6.1	363	243
Total financial assets		373	251
Non-financial assets			
Inventories		3,193	3,967
Property, plant and equipment	5.1	5,585	5,300
Intangible assets	5.2	25,294	22,609
Prepayments		1,863	4,477
Total non-financial assets		35,935	36,353
Total assets		36,308	36,604
Liabilities			
Payables	6.2	6,195	3,184
Borrowings		265	220
Employee-related provisions	3.1.2	8,739	6,318
Other provisions	6.3	1,172	880
Total liabilities		16,371	10,602
Net assets		19,937	26,002
Equity			
Accumulated (deficit)/surplus		(61,732)	(49,156)
Contributed capital		81,669	75,158
Net worth		19,937	26,002

The balance sheet should be read in conjunction with the notes to the financial statements.

Cash flow statement

for the financial year ended 30 June 2025

	Notes	2025 (\$'000)	2024 (\$'000)
Cash flows from operating activities			
Receipts			
Receipts from Government		127,748	63,310
Net goods and services tax recovered from the ATO	(i)	2,159	4
Total receipts		129,907	63,314
Payments			
Payments to suppliers and employees		(122,901)	(61,878)
Net goods and services tax paid to the ATO		(6,070)	–
Interest and other costs of finance paid	(ii)	(6)	(4)
Total payments		(128,977)	(61,882)
Net cash flows from/(used in) operating activities	7.1.1	930	1,432
Cash flows from investing activities			
Purchases of non-financial assets		(7,484)	(10,106)
Net cash flows (used in)/from investing activities		(7,484)	(10,106)
Cash flows from financing activities			
Owner contributions by State Government		6,511	8,579
Repayment of principal portion of lease liabilities	(ii)	(39)	(57)
Proceeds from borrowings		84	143
Net cash flows from/(used in) financing activities		6,556	8,665
Net increase/(decrease) in cash and cash equivalents		2	(9)
Cash and cash equivalents at the beginning of the financial year		8	17
Cash and cash equivalents at the end of the financial year	7.1	10	8

The above cash flow statement should be read in conjunction with the notes to the financial statements.

Note:

- i. Goods and services tax recovered from the ATO is presented on a net basis
- ii. The VEC has recognised cash payments for the principal portion of lease payments as financing activities; cash payments for the interest portion as operating activities consistent with the presentation of interest payments and short-term lease payments for leases and low-value assets as operating activities.

Statement of changes in equity

for the financial year ended 30 June 2025

	Notes	Accumulated deficit (\$'000)	Contributed capital (\$'000)	Total (\$'000)
Balance at 1 July 2024		(46,461)	66,579	20,118
Net result for the year		(2,695)	–	(2,695)
Capital appropriations	9.8	–	8,579	8,579
Balance at 30 June 2024		(49,156)	75,158	26,002
Net result for the year		(12,576)	–	(12,576)
Capital appropriations	9.8	–	6,511	6,511
Balance at 30 June 2025		(61,732)	81,669	19,937

The statement of changes in equity should be read in conjunction with the notes to the financial statements.

Notes to the financial statements

for the financial year ended 30 June 2025

Note 1. About this report

The Victorian Electoral Commission (the VEC) is an independent body of the State of Victoria, established pursuant to an order made by the Premier under the *Electoral Act 2002*.

Its principal address is:
Victorian Electoral Commission
Level 11, 530 Collins Street
Melbourne VIC 3000

The VEC is an administrative agency acting on behalf of the Crown. A description of the nature of the VEC's operations and its principal activities is included in the report of operations which does not form part of these financial statements.

The VEC is funded by accrual-based parliamentary appropriations for the provision of outputs such as State elections. It provides on a fee-for-service basis election services for Local Government. The fees and charges for these services are determined by prevailing market forces.

Basis of preparation

These financial statements are Tier 2 general purpose financial statements prepared in accordance with AASB 1060 *General Purpose Financial Statements – Simplified Disclosures For-Profit and Not-for-Profit Tier 2 Entities* (AASB 1060) and Financial Reporting Direction 101 *Application of Tiers of Australian Accounting Standards* (FRD 101).

The VEC is a Tier 2 entity in accordance with FRD 101. These financial statements are the first general purpose financial statements prepared in accordance with Australian Accounting Standards – Simplified Disclosures. The VEC's prior year financial statements were general purpose financial statements prepared in accordance with Australian Accounting Standards (Tier 1). As the VEC is not a 'significant entity' as defined in FRD 101, it was required to change from Tier 1 to Tier 2 reporting effective from 1 July 2024.

These financial statements are in Australian dollars, and prepared in accordance with the historical cost convention unless a different measurement basis is specifically disclosed in the notes to the financial statements.

The accrual basis of accounting has been applied in preparing these financial statements whereby assets, liabilities, equity, income and expenses are recognised

in the reporting period to which they relate, regardless of when cash is received or paid. The only exception is for special appropriation revenue, which is recognised on a cash basis when the amount appropriated for a specific purpose is received by the VEC.

Consistent with the requirements of AASB 1004 *Contributions*, contributions by owners (that is, contributed capital and its repayment) are treated as equity transactions and, therefore, do not form part of the income and expenses of the VEC.

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements made in the preparation of these financial statements are disclosed in the notes where amounts affected by these judgements are disclosed. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Revisions to accounting estimates are recognised in the period in which the estimate is revised and also in future periods that are affected by the revision. Judgements and assumptions made by management in applying AAS that have significant effects on the financial statements and estimates are disclosed in the notes under the heading: 'Significant judgement or estimates'.

- › the recognition and measurement of internally generated intangible assets (refer to 5.2.1)
- › the fair value measurement of property, plant and equipment (refer to 8.3)
- › employee provisions (refer to 3.1.2)
- › useful lives of property, plant and equipment (refer to 5.1.1)

All amounts in the financial statements have been rounded to the nearest \$1,000 unless otherwise stated.

Compliance information

These general purpose financial statements have been prepared in accordance with the *Financial Management Act 1994* and applicable Australian Accounting Standards (AASs) which include Interpretations, issued by the Australian Accounting Standards Board (AASB). Where appropriate, those AASs paragraphs applicable to not-for-profit entities have been applied.

Accounting policies are selected in a manner which ensures that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

Note 2. Funding delivery of our services

Introduction

The VEC's purpose is to deliver high quality, accessible electoral services with innovation, integrity and independence to enable all Victorians to actively participate in the democratic process.

Objectives

The VEC's overall objective is to provide election services to State and Local Government, as well as conducting various fee for service elections.

To enable the VEC to fulfil its objectives and outputs, it receives parliamentary appropriations.

2.1 Summary of income that funds the delivery of services

	Notes	2025 (\$'000)	2024 (\$'000)
Special appropriations	2.2 & 2.3	124,025	62,560
Other Income	2.4	72	–
Total income from transactions		124,097	62,560

2.2 Appropriations

Special appropriations income becomes controlled and is recognised by the VEC when it is appropriated from the Consolidated Fund by the Victorian Parliament, via the Department of Premier and Cabinet and applied for the administration of the *Electoral Act 2002* under section 181(2) Appropriation of money.

2.3 Summary of compliance with annual special appropriations

2.3.1 Summary of annual appropriations

The following table discloses the details of the annual parliamentary appropriations received by the VEC via the Department of Premier and Cabinet. In accordance with accrual output-based management procedures 'provisions of outputs' and 'additions to net assets' are disclosed as 'controlled' activities of the VEC. Administered transactions are those that are undertaken on behalf of the State over which the VEC has no control or discretion.

Appropriations applied	2025 (\$'000)	2024 (\$'000)
Controlled		
Provision for outputs	124,025	62,560
Additions to net assets	6,511	8,579
Administered		
Payments made on behalf of the State (Note 4)	13,360	15,636
Total	143,896	86,775

2.4 Other income

	2025 (\$'000)	2024 (\$'000)
Reimbursement of labour charges	67	–
Other miscellaneous income	5	–
Total other income	72	–

Note 3. The cost of delivering services

Introduction

This section provides an account of the expenses incurred by the VEC in delivering services and outputs. The significant increase in operational expenditure for 2025 is due to a major election event conducted during the financial year. In Note 2, the funds that enable the provision of services were disclosed and in this note the cost associated with provision of services are recorded.

3.1 Expenses incurred in delivery of services

	Notes	2025 (\$'000)	2024 (\$'000)
Employee expenses	3.1.1	69,175	39,682
Other operating expenses	3.2	62,670	20,709
Total expenses incurred in delivery of services		131,845	60,391

3.1.1 Employee expenses in the comprehensive operating statement

	2025 (\$'000)	2024 (\$'000)
Defined benefit and contribution superannuation expense	6,068	3,479
Salaries and wages, annual leave and long service leave	63,107	36,203
Total employee expenses	69,175	39,682

Employee expenses include all costs related to employment including wages and salaries, superannuation, fringe benefits tax, leave entitlements, redundancy payments and Workcover premiums.

The amount recognised in the comprehensive operating statement in relation to superannuation is employer contributions for members for both defined benefit and defined contribution superannuation plans that are paid or payable during the reporting period.

The VEC does not recognise any defined benefit liability in respect of the plan(s) because the entity has no legal or constructive obligation to pay future benefits relating to its employees; its only obligation is to pay superannuation contributions as they fall due.

The Department of Treasury and Finance (DTF) discloses the State's defined benefit liabilities in its disclosure for administered items.

3.1.2 Employee-related provisions

Provision is made for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave for services rendered to the reporting date and recorded as an expense during the period the services are delivered.

	2025 (\$'000)	2024 (\$'000)
Current provisions		
Annual leave		
Unconditional and expected to be settled within 12 months	2,655	2,313
Unconditional and expected to be settled after 12 months	547	–
Long service leave		
Unconditional and expected to be settled within 12 months	324	206
Unconditional and expected to be settled after 12 months	2,838	1,820
	6,364	4,339
Provisions for on-costs		
Unconditional and expected to be settled within 12 months	531	430
Unconditional and expected to be settled after 12 months	608	313
	1,139	743
Total current employee related provisions	7,503	5,082
Non-current provisions		
Employee benefits	1,049	1,056
On-costs	187	180
Total non-current employee related provisions	1,236	1,236
Total employee related provisions	8,739	6,318

Annual leave

Liabilities for annual leave and related on-costs are recognised as part of the employee benefit provision as current liabilities, because the VEC does not have an unconditional right to defer settlement of these liabilities. Liabilities expected to be settled within 12 months of the reporting period are measured at undiscounted amounts. Liabilities that are not expected to be settled within 12 months are also recognised in the provision for employee benefits as current liabilities, but are measured at present value of the amounts expected to be paid when the liabilities are settled using the remuneration rate expected to apply at the time of settlement.

Employment on-costs such as payroll tax, workers compensation and superannuation are not employee benefits. They are disclosed separately as a component of the provision for employee benefits when the employment to which they relate has occurred.

Long service leave

Unconditional LSL is disclosed as a current liability, even where the VEC does not expect to settle the liability within 12 months because it will not have the unconditional right to defer the settlement of the entitlement should an employee take leave within 12 months:

The components of this current LSL are measured at:

- › undiscounted value – if the VEC expects to wholly settle within 12 months
- or
- › present value – if the VEC does not expect to wholly settle within 12 months.

Conditional LSL is disclosed as a non-current liability.

There is an unconditional right to defer the settlement of the entitlement until the employee has completed the requisite years of service. This non-current LSL liability is measured at present value.

Any gain or loss following revaluation of the present value of non-current LSL liability is recognised as a transaction, except to the extent that a gain or loss arises due to changes in bond interest rates for which it is then recognised as other economic flows included in the net result.

Significant judgement: Provisions

The provision for employee benefits requires significant judgement and use of assumptions.

In particular, the application of wage inflation, discount rates and periods of service to calculate liabilities for annual leave and long service leave. Expected future payments are discounted using a single weighted average discount rate based on market yields of national government bonds in Australia that reflects the estimated timing and amount of benefit payment.

3.2 Other operating expenses

	2025 (\$'000)	2024 (\$'000)
Purchase of supplies and consumables	6,743	1,180
Purchase of services	41,707	9,945
Maintenance	4,221	3,433
Accommodation expenses	9,999	6,151
Total other operating expenses	62,670	20,709

Other operating expenses generally represent the day-to-day running costs incurred in normal operations and are recognised as an expense in the reporting period in which they are incurred. A significant increase in 2025 primarily due to service the delivery of the Local Government elections in October 2024.

Note 4. Administered financial information output

Note 4.1 Administered (non-controlled) items

In addition to the specific VEC operations which are included in the financial statements (comprehensive operating statement, balance sheet, statement of changes in equity and cash flow statement), the VEC administers or manages, but does not control, other activities and resources on behalf of the State.

Administered income:

- › Income from elections – payments received from municipal activities, political parties, non-parliamentary funds and other electoral related activities
- › Fines – infringement revenue received following issue of compulsory voting fines
- › Candidate deposits – forfeited payments made by candidates
- › Electoral entitlements – represent three forms of revenue paid to entitled recipients:
 - Public funding: public money that is administered by the VEC and paid to eligible independent candidates or eligible registered political parties. Independent candidates or registered political parties with at least 4% of first preference votes or are elected are eligible to receive public funding.
 - Administration expenditure funding: public money that is administered by the VEC and paid to registered political parties and independent elected members for administrative expenses, including expenses incurred in complying with the funding and disclosure requirements. Independent elected members or registered political parties with endorsed elected members are eligible to receive administrative expenditure funding.
 - Policy development funding: public money that is administered by the VEC to support parties that are not eligible for public funding or administrative expenditure funding. Registered political parties that have been registered as a political party for the full calendar year, have not received public funding in that year and were not eligible to receive administrative expenditure funding in that year are eligible to receive policy development funding.
- › Receipts for funding and disclosure – recovery of administrative expenditure funding and political funding when the debt is realised and due to the VEC from entitled recipients

Administered expenses:

- › Payments to consolidated fund – payment of revenue collected to consolidated funds held by Treasury
- › Fines to remit to councils – payment of compulsory fines collected to local government councils
- › Payments for funding and disclosure – payments made for the purpose of administrative expenditure funding and political funding to entitled recipients.

Administered assets:

- › Represent administered cash holdings, amounts owing to the State or advance payments relating to public funding.

Administered liabilities:

- › Administered amounts payable to the State or councils for electoral event activities e.g. fines collected and payable.

	State		Local Government		Total	
	2025 (\$'000)	2024 (\$'000)	2025 (\$'000)	2024 (\$'000)	2025 (\$'000)	2024 (\$'000)
Administered income from transactions						
Income from elections	–	2,320	36,681	–	36,681	2,320
Fines	1,707	6,956	10,072	1,690	11,779	8,646
Candidate deposits	4	5	–	–	4	5
Electoral entitlements	13,360	15,636	–	–	13,360	15,636
Receipts for funding and disclosure	43	930	–	–	43	930
Total administered income from transactions	15,114	25,847	46,753	1,690	61,867	27,537
Administered expenses from transactions						
Payments into the consolidated fund	–	9,885	38,435	–	38,435	9,885
Fines to remit to councils	–	–	10,072	1,690	10,072	1,690
Payments for funding and disclosure	7,293	9,642	–	–	7,293	9,642
Total administered expenses from transactions	7,293	19,527	48,507	1,690	55,800	21,217
Total administered net result from transactions (net operating balance)	7,821	6,320	(1,754)	–	6,067	6,320
Administered assets						
Cash	–	–	3,897	623	3,897	623
Receivables	–	715	11,225	–	11,225	715
Advanced funding	25,657	19,582	–	–	25,657	19,582
Other	–	1,969	–	–	–	1,969
Total administered assets	25,657	22,266	15,123	623	40,779	22,889
Administered liabilities						
Payables	–	287	8,836	–	8,836	287
Compulsory voting fines	–	–	3,897	623	3,897	623
Total administered liabilities	–	287	12,733	623	12,733	910
Total administered net assets	25,657	21,979	–	–	28,046	21,979

Note 5. Key assets available to support output delivery

Introduction

The VEC controls property, intangibles, plant and equipment that are used in fulfilling its objectives and conducting its activities. They represent the resources that have been entrusted to the VEC to be utilised for delivery of those outputs.

Note 5.1 Total property, plant and equipment

	Gross carrying amount		Accumulated depreciation		Net carrying amount	
	2025 (\$'000)	2024 (\$'000)	2025 (\$'000)	2024 (\$'000)	2025 (\$'000)	2024 (\$'000)
Plant, equipment, fixtures and fittings and vehicles at fair value (i)	11,161	10,330	(7,349)	(6,178)	3,812	4,152
Leasehold improvements	7,084	6,063	(5,311)	(4,915)	1,773	1,148
Net carrying amount	18,245	16,393	(12,660)	(11,093)	5,585	5,300

Note:

- i. Right of use motor vehicles with a net carrying amount of \$264,665 (2024 \$219,660) are included in this balance.

Initial recognition

All non-financial physical assets are measured initially at cost and subsequently revalued at fair value less accumulated depreciation and impairment.

The cost of leasehold improvements is capitalised as an asset and amortised over the shorter of the remaining term of the lease or the estimated useful life of the improvements.

The initial cost of leased motor vehicles is measured at amounts equal to the fair value of the leased asset or, if lower, the present value of the minimum lease payments determined at the inception of the lease.

Right-of-use asset acquired by lessees – initial measurement

The VEC recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for:

- › any lease payments made at or before the commencement date less any lease incentive received
- › any initial direct costs incurred
- › an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset

The VEC depreciates the right-of-use assets on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term.

Refer to the table at 5.1.2 for reconciliation of movements in carrying amounts of the VEC's right-of-use assets.

Fair value of plant, equipment, fixtures and fittings that are specialised in use (such that is rarely sold other than as a part of a going concern) is determined using the current replacement cost method.

Refer to Note 8.3 for additional information on fair value determination of plant and equipment.

Impairment of property, plant and equipment

The recoverable amount of primarily non-cash-generating assets of not-for-profit entities, which are typically specialised in nature and held for continuing use of their service capacity, is expected to be materially the same as fair value determined under AASB 13 Fair Value Measurement, with the consequence that AASB 136 does not apply to such assets that are regularly revalued.

5.1.1 Depreciation and amortisation

Charge for the period	2025 (\$'000)	2024 (\$'000)
Property, plant and equipment	1,664	1,643
Intangible assets	3,142	3,271
Total depreciation and amortisation	4,806	4,914

All property, plant and equipment and other non-financial physical assets that have finite useful lives are depreciated. Depreciation is calculated on a straight-line basis, at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life.

Intangible produced assets with finite lives are amortised as an 'expense from transactions' on a straight-line basis over their useful lives.

The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, and adjustments made where appropriate.

The following are typical estimated useful lives for the different asset classes for current and prior years.

Asset class	Useful life (years)	
	2025	2024
Leasehold improvements	5–10	10
Leased motor vehicles	3	3
Plant and equipment	5–18	5–10
Furniture and fittings	6–10	10
Computer equipment and software	6–9	3–5
Intangible produced assets – software development	7–14	5–14

5.1.2 Reconciliation of movements in carrying amounts of property, plant, equipment and vehicles (a)

	Property, plant and equipment at fair value		Leasehold improvements at fair value		Leasehold improvements work in progress		Total	
	2025 (\$'000)	2024 (\$'000)	2025 (\$'000)	2024 (\$'000)	2025 (\$'000)	2024 (\$'000)	2025 (\$'000)	2024 (\$'000)
Opening balance	4,152	4,452	1,100	860	48	–	5,300	5,312
Additions	1,093	1,126	533	492	535	48	2,161	1,666
Disposals	(164)	(34)	–	–	–	–	(164)	(34)
Transfers	–	–	–	–	(48)	–	(48)	–
Depreciation	(1,269)	(1,392)	(395)	(252)	–	–	(1,664)	(1,644)
Closing balance	3,812	4,152	1,238	1,100	535	48	5,585	5,300

Note:

- i. Fair value assessments have been performed for all classes of assets in this purpose group and the decision was made that movements were not material (less than or equal to 10 per cent) for a full revaluation as per the requirement of FRD 103. The next scheduled full revaluation for this purpose group will be conducted in 2026. Refer to Note 8.3 for more information.

Note 5.2 Intangible assets

	2025 (\$'000)	2024 (\$'000)
Gross carrying amount		
Opening balance	49,285	41,503
Addition from internal development	5,827	7,782
Closing balance	55,112	49,285
Accumulated amortisation		
Opening balance	(26,676)	(23,405)
Amortisation of intangible produced assets (i)	(3,142)	(3,271)
Closing balance	(29,818)	(26,676)
Net book value	25,294	22,609

Note:

- i. The consumption of intangible produced assets is included in 'depreciation and amortisation' line item, on the Comprehensive Operating Statement.

5.2.1 Reconciliation of movements in carrying amounts of intangibles

	Software		Work in progress		Total	
	2025 (\$'000)	2024 (\$'000)	2025 (\$'000)	2024 (\$'000)	2025 (\$'000)	2024 (\$'000)
Opening balance	17,066	14,000	5,543	4,098	22,609	18,098
Additions	633	6,337	5,194	1,445	5,827	7,782
Transfer to software	1,675	–	(1,675)	–	–	–
Amortisation	(3,142)	(3,271)	–	–	(3,142)	(3,271)
Closing balance	16,232	17,066	9,062	5,543	25,294	22,609

Initial recognition

Purchased intangible assets are initially recognised at cost. When the recognition criteria in AASB 138 *Intangible Assets* are met, internally generated intangible assets are recognised at cost. Subsequently, intangible assets with finite useful lives are carried at cost less accumulated amortisation and accumulated impairment losses. Depreciation and amortisation begins when the asset is available for use, that is, when it is in the location and condition necessary for it to be capable of operating in the manner intended by management.

An internally-generated intangible asset arising from development (or from the development phase of an internal project) is recognised if, and only if, all of the following are demonstrated:

- the technical feasibility of completing the intangible asset so that it will be available for use or sale
- an intention to complete the intangible asset and use or sell it
- the ability to use or sell the intangible asset
- the intangible asset will generate probable future economic benefits
- the availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset
- the ability to measure reliably the expenditure attributable to the intangible asset during its development.

Subsequent measurement

Intangible produced assets with finite useful lives are amortised as an 'expense from transactions' on a straight-line basis over their useful lives. Produced intangible assets have useful lives of 7–14 years.

Impairment of intangible assets

Intangible assets not yet available for use are not depreciated or amortised, but are tested for impairment:

- annually
- whenever there is an indication that the intangible asset may be impaired.

Intangible assets with finite useful lives are tested for impairment whenever an indication of impairment is identified.

Significant judgement: Recognition and measurement of internally generated intangible assets

Significant judgement required to assess if costs can be capitalised, useful lives are appropriate and if there indicators of impairment.

Significant intangible assets

The carrying amount of the capitalised software development expenditure of \$25.3 million (2024: \$22.6 million) includes existing developed software and software under development. The VEC has capitalised software development expenditure for the development of its election management and electoral rolls systems.

Note 6. Other assets and liabilities

This section sets out those assets and liabilities that arose from the VEC's controlled operations.

6.1 Receivables

	2025 (\$'000)	2024 (\$'000)
Current receivables		
Statutory		
GST input tax credit recoverable	–	–
Total statutory receivables	–	–
Contractual		
Other receivables	363	243
Total contractual receivables	363	243
Total current receivables	363	243
Total receivables	363	243

Contractual receivables are classified as financial instruments and categorised as 'financial assets measured at amortised costs'. They are initially recognised at fair value plus any directly attributable transaction costs. The VEC holds the contractual receivables with the objective to collect the contractual cash flows, and therefore subsequently measured at amortised cost using the effective interest method, less any impairment. They include mainly debtors in relation to goods and services.

Statutory receivables do not arise from contracts and are recognised and measured similarly to contractual receivables (except for impairment), but are not classified as financial instruments for disclosure purposes. The VEC applies AASB 9 for initial measurement of the statutory receivables and as a result statutory receivables are initially recognised at fair value plus any directly attributable transaction cost.

All Receivables are neither past due nor impaired.

6.2 Payables

	2025 (\$'000)	2024 (\$'000)
Current payables		
Contractual		
Supplies and services (i)	4,713	1,542
Other payables	1,482	1,642
Total current payables	6,195	3,184
Total payables	6,195	3,184

Note:

- i. The average credit period is 30 days. No interest is charged on payables.

Contractual payables, classified as financial instruments and measured at amortised cost. Accounts payable represent liabilities for goods and services provided to the VEC prior to the end of the financial year that are unpaid.

6.3 Inventories

	2025 (\$'000)	2024 (\$'000)
Current inventories		
Supplies and consumables		
At cost	3,193	3,967
Total inventories	3,193	3,967

Inventories include goods and other property for distribution at zero or nominal cost, or for consumption in the ordinary course of business operations.

Inventories held for distribution are measured at cost, adjusted for any loss of service potential.

Costs for all other inventory is measured on the basis of weighted average cost.

Bases used in assessing loss of service potential for inventories held for distribution include current replacement cost and technical or functional obsolescence. Technical obsolescence occurs when an item still functions for some or all of the tasks

it was originally acquired to do, but no longer matches existing technologies. Functional obsolescence occurs when an item no longer functions the way it did when it was first acquired.

6.4 Other provisions

Non-current provisions	2025	2024
	(\$'000)	(\$'000)
Make-good provision	1,172	880
Total other provisions	1,172	880

In accordance with the Centralised Accommodation Management agreement with the Department of Treasury and Finance (DTF), the VEC is required to provide for the removal of leasehold improvements from the occupied head office and warehouse facilities and restore the premises to its original condition at the end of the agreement term.

Note 7. How we financed our operations

This section provides information on the sources of finance the VEC used during its operations, and other information related to financing the VEC's activities.

This section includes disclosures of balances that are financial instruments (such as cash balances).

Note 7.1 Cash balances and cash flow information

Cash and deposits comprise cash on hand and cash at bank which are held for the purpose of meeting short-term cash commitments rather than for investment purposes, and which are readily convertible to known amounts of cash and are subject to an insignificant risk of changes in value.

	2025 (\$'000)	2024 (\$'000)
Total cash and deposits disclosed in the balance sheet	10	8
Balance as per cash flow statement	10	8

The VEC does not hold a cash reserve in its bank accounts. Cash received from generation of income is generally paid into the State of Victoria bank account ('public account'). Similarly, VEC expenditure, including in the form of cheques drawn for the payments to its suppliers and creditors, are made via the public account. The public account remits to the VEC the cash required upon presentation of cheques by the VEC's suppliers or creditors.

These funding arrangements can result in the VEC having a notional shortfall in the cash at bank required for payment of unpresented cheques at reporting date. At 30 June 2025, cash at bank included the notional shortfall for the payment of unpresented cheques of \$24,434 (2024: Nil).

7.1.1 Reconciliation of net result for the period to cash flow from operating activities

	2025 (\$'000)	2024 (\$'000)
Net result for the period	(12,576)	(2,695)
Non-cash movements		
Depreciation and amortisation of non-current assets	4,806	4,914
Movements in assets and liabilities		
(Increase)/decrease in receivables	(120)	466
(Increase)/decrease in inventories	774	22
(Increase)/decrease in prepayments	2,614	(2,536)
Increase/(decrease) in payables	3,011	341
Increase/(decrease) in provisions	2,421	920
Net cash flows from/(used in) operating activities	930	1,432

Note 7.2 Commitments for expenditure

Commitments for future expenditure include operating and capital commitments arising from contracts. These commitments are recorded at their nominal value and inclusive of the goods and services tax (GST). In addition, where it is considered appropriate and provides additional relevant information to users, the net present values of significant individual projects are stated. These future expenditures cease to be disclosed as commitments once the related liabilities are recognised in the balance sheet.

7.2.1 Total commitments payable

Nominal value	Less than 1 year (\$'000)	1–5 years (\$'000)	Total (\$'000)
2025			
Accommodation services payable (i)	6,600	6,600	13,200
Joint electoral roll arrangement payable	3,922	–	3,922
Printer and finishing equipment (ii)	536	536	1,072
Print facility (iii)	602	1,018	1,620
Centralised election site (iv)	6,266	18,817	25,083
Total other commitments	17,926	26,971	44,897
Total commitments (inclusive of GST)	17,926	26,971	44,897
Less GST recoverable from the Australian Taxation Office	(1,630)	(2,452)	(4,082)
Total commitments (exclusive of GST)	16,296	24,519	40,815
2024			
Accommodation services payable (i)	6,073	–	6,073
Joint electoral roll arrangement payable	2,483	–	2,483
Printer and finishing equipment (ii)	536	1,072	1,608
Total other commitments	9,092	1,072	10,164
Total commitments (inclusive of GST)	9,092	1,072	10,164
Less GST recoverable from the Australian Taxation Office	(729)	(97)	(826)
Total commitments (exclusive of GST)	8,363	975	9,338

Note:

- i. The lease agreements for the premises are held by the Shared Services Provider (SSP) through the Department of Treasury. Under the Centralised Accommodation Management (CAM) initiative of the Victorian Government, responsibility for office accommodation and facilities management is centralised with SSP. The agreement for this commitment will be signed subsequent to 30 June 2025. Refer Note 9.7 – Subsequent events.
- ii. The lease of equipment for an internal print production capability at the VEC print facility at 153 Bertie Street, Port Melbourne. This capability will provide the VEC with an internal solution for significant ongoing printing requirements and complement third-party suppliers during major events, i.e. elections.
- iii. The lease of premises at Unit 6B, 153 Bertie Street, Port Melbourne – Print facility site.
- iv. The lease of premises at buildings B and C, 451 and 465 Plummer Street, Port Melbourne – Centralised Election Site. The total commitment of \$25.08 million includes Building H, where the VEC has entered into a contract for a new election site including a warehouse facility. This contract will be signed subsequent to 30 June 2025. Refer Note 9.7 – Subsequent events.

Note 8. Financial instruments, contingencies and valuation judgements

The VEC is exposed to risk from its activities and outside factors. In addition, it is often necessary to make judgements and estimates associated with recognition and measurement of items in the financial statements. This section sets out financial instrument specific information (including exposures to financial risks), as well as those items that are contingent in nature or require a higher level of judgement to be applied, which for the VEC relates mainly to fair value determination.

Note 8.1 Financial instruments specific disclosures

Introduction

Financial instruments arise out of contractual agreements that give rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Due to the nature of the VEC's activities, certain financial assets and financial liabilities arise under statute rather than a contract. Such financial assets and financial liabilities do not meet the definition of financial instruments in AASB 132 *Financial Instruments: Presentation*. For example, statutory receivables arising from taxes, fines and penalties do not meet the definition of financial instruments as they do not arise under contract. However, guarantees issued by the Treasurer on behalf of the VEC are financial instruments because, although authorised under statute, the terms and conditions for each financial guarantee may vary and are subject to an agreement.

The VEC applies AASB 9 *Financial Instruments* and classifies all of its financial assets based on the business model for managing the assets and the asset's contractual terms.

Categories of financial assets

Financial assets at amortised cost

Financial assets are measured at amortised costs if both the following criteria are met and the assets are not designated as fair value through net result:

- › the assets are held by the VEC to collect the contractual cash flows
- and
- › the assets contractual terms give rise to cash flows that are solely payments of principal and interests.

These assets are initially recognised at fair value plus any directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method less any impairment.

The VEC recognises the following assets in this category:

- › cash and deposits
- › receivables (excluding statutory receivables).

Receivables and cash are financial instrument assets with fixed and determinable payments that are not quoted on an active market.

Derecognition of financial assets

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when:

- › the rights to receive cash flows from the asset have expired
- or
- › the VEC retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement
- or
- › the VEC has transferred its rights to receive cash flows from the asset either:
 - has transferred substantially all the risks and rewards of the asset
- or
- has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

Where the VEC has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of the VEC's continuing involvement in the asset.

Categories of financial liabilities

Financial liabilities at amortised cost are initially recognised on the date they are originated. They are initially measured at fair value plus any directly attributable transaction costs. Subsequent to initial recognition, these financial instruments are measured at amortised cost with any difference between the initial recognised amount and the redemption value being recognised in profit and loss over the period of the interest-bearing liability, using the effective interest rate method.

The VEC recognises the following liabilities in this category:

› payables (excluding statutory payables)

and

› borrowings (including lease liabilities).

Derecognition of financial liabilities

A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires.

When an existing financial liability is replaced by another from the same lender or substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised as an 'other economic flow' in the comprehensive operating statement.

8.1.1 Financial instruments – Net gain/(loss) on financial instruments by category

	Carrying amount (\$'000)	Net gain/(loss) (\$'000)	Total interest income/(expense) (\$'000)	Impairment loss (\$'000)
2025				
Financial assets at amortised cost				
Cash and deposits	10	–	–	–
Receivables (i)	363	–	–	–
Total financial assets at amortised cost	373	–	–	–
Financial liabilities at amortised cost				
Payables (i)	6,195	–	–	–
Lease liabilities	265	–	(6)	–
Total contractual financial liabilities	6,460	–	(6)	–

Note:

i. The total amounts disclosed here exclude statutory amounts (e.g. GST input tax credit recoverable, and GST payables).

	Carrying amount (\$'000)	Net gain/(loss) (\$'000)	Total interest income/(expense) (\$'000)	Impairment loss (\$'000)
2024				
Financial assets at amortised cost				
Cash and deposits	8	–	–	–
Receivables(i)	243	–	–	–
Total financial assets at amortised cost	251	–	–	–
Financial liabilities at amortised cost				
Payables (i)	3,184	–	–	–
Lease liabilities	220	–	(4)	–
Total contractual financial liabilities	3,404	–	(4)	–

Note:

i. The total amounts disclosed here exclude statutory amounts (e.g. GST input tax credit recoverable, and GST payables).

8.2 Contingent assets and contingent liabilities

Contingent assets and contingent liabilities are not recognised in the balance sheet, but are disclosed and, if quantifiable, are measured at nominal value. Contingent assets and liabilities are presented inclusive of GST receivable or payable respectively.

Contingent assets

Contingent assets are possible assets that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity.

These are classified as either quantifiable, where the potential economic benefit is known, or non-quantifiable.

Contingent liabilities

Contingent liabilities are:

- › possible obligations that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity

or

- › present obligations that arise from past events but are not recognised because:

- it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligations
- or
- the amount of the obligations cannot be measured with sufficient reliability.

Contingent liabilities are also classified as either quantifiable or non-quantifiable.

There are no contingent assets or contingent liabilities as at 30 June 2025 (2024 – Nil).

8.3 Fair value determination

Significant judgement: Fair value measurements of assets and liabilities

Fair value determination requires judgement and the use of assumptions. This section discloses the most significant assumptions used in determining fair values. Changes to assumptions could have a material impact on the results and financial position of the VEC.

This section sets out information on how the VEC determined fair value for financial reporting purposes. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

The following assets and liabilities are carried at fair value:

- › property, plant and equipment.

Fair value hierarchy

In determining fair values, a number of inputs are used. To increase consistency and comparability in the financial statements, these inputs are categorised into three levels, also known as the fair value hierarchy.

The levels are as follows:

- › Level 1 – Quoted (unadjusted) market prices in active markets for identical assets or liabilities.
- › Level 2 – Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable.
- › Level 3 – Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

The VEC determines whether transfers have occurred between levels in the hierarchy by reassessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

PP&E is the VEC's independent valuation agency. In conjunction with PP&E, the VEC monitors changes in the fair value of each asset and liability through relevant data sources to determine whether revaluation is required.

In determining fair values a number of inputs are used. The VEC uses only Level 3 unobservable inputs.

How this section is structured

For those assets and liabilities for which fair values are determined, the following disclosures are provided:

- › valuation techniques
- › details of significant assumptions used in the fair value determination.

This section is divided between disclosures in connection with fair value determination for financial instruments (refer to Note 8.3.1) and non-financial physical assets (refer to Note 8.3.2).

8.3.1 Fair value determination: Non-financial physical assets

Valuation techniques and significant assumptions of non-financial assets measured at fair value.

AASB 2022-10 *Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities* amended AASB 13 Fair Value Measurement by adding Appendix F *Australian implementation guidance for not-for-profit public sector entities*. Appendix F explains and illustrates the application of the principles in AASB 13 on developing unobservable inputs and the application of the cost approach. These clarifications are mandatorily applicable annual reporting periods beginning on or after 1 January 2024. FRD 103 permits Victorian public sector entities to apply Appendix F of AASB 13 in their next scheduled formal asset revaluation or interim revaluation process (whichever is earlier).

The last scheduled full independent valuation of all the VEC's non-financial physical assets was performed by PP&E in 2023.

In accordance with FRD 103, the VEC will reflect Appendix F in its next scheduled formal revaluation in 2028 or interim revaluation process (whichever is earlier). All annual fair value assessments thereafter will continue compliance with Appendix F.

The VEC considers that the carrying amount of financial instrument assets and liabilities recorded in the financial statements to be a fair approximation of their fair values, because of the short-term nature of the financial instruments and the expectation that they will be paid in full.

8.3.2 Fair value determination: Non-financial physical assets

Fair value measurement hierarchy

	Carrying amount as at 30 June 2025	Fair value measurement at end of reporting period (\$'000)		
2025		Level 1(i)	Level 2(i)	Level 3(i)
Property, plant and equipment at fair value	5,585	–	–	5,585
Total of property, plant and equipment at fair value	5,585	–	–	5,585
	Carrying amount as at 30 June 2024	Fair value measurement at end of reporting period (\$'000)		
2024		Level 1(i)	Level 2(i)	Level 3(i)
Property, plant and equipment at fair value	5,300	–	–	5,300
Total of property, plant and equipment at fair value	5,300	–	–	5,300

Note:

- i. Classified in accordance with the fair value hierarchy, see Note 8.3.1

Plant, equipment, fixtures and fittings and vehicles

Plant, equipment, fixtures and fittings and vehicles are held at fair value. When plant and equipment is specialised in use, such that it is rarely sold other than as part of a going concern, fair value is determined using the current replacement cost method.

There have been no transfers between levels during the period.

There were no changes in valuation techniques throughout the period to 30 June 2025.

For all assets measured at fair value, the current use is considered the highest and best use.

Description of significant assumptions applied to fair value measurement

2024 and 2025	Valuation technique	Significant assumption	Range (weighted average)
Plant and equipment	Current replacement cost	Cost per unit	\$10,000–\$11,000 per unit (\$10,500 per unit)
		Useful life	5–18 years (11.5 years)
Fixtures and fittings	Current replacement cost	Cost per unit	\$7,000–\$8,000 per unit (\$7,500 per unit)
		Useful life	6–10 years (8 years)
Vehicles	Current replacement cost	Cost per unit	\$44,000–\$45,000 per unit (\$44,500 per unit)
		Useful life	3–5 years (3 years)

Note 9. Other disclosures

Introduction

This section includes additional material disclosures required by accounting standards or otherwise, for the understanding of this financial report.

Structure

9.1	Ex-gratia expenses
9.2	Economic dependency
9.3	Responsible persons
9.4	Remuneration of executives
9.5	Related parties
9.6	Remuneration of auditors
9.7	Subsequent events
9.8	Other accounting policies
9.9	Glossary of technical terms and style conventions

9.1 Ex-gratia expenses

The VEC made no ex-gratia payments during the reporting period. (2024 – Nil).

9.2 Economic dependency

The Victorian Electoral Commission is dependent upon the State of Victoria, via the Department of Premier and Cabinet, for the funding of its operations. At the date of this report management has no reason to believe that this financial support will not continue.

9.3 Responsible persons

In accordance with the Ministerial Directions issued by the Assistant Treasurer under the *Financial Management Act 1994*, the following disclosures are made regarding responsible persons for the reporting period.

Section 7 of the *Electoral Act 2002* states that the 'Commission (the VEC) consists of one member being the person who is appointed as the Electoral Commissioner'. Section 10 of the *Electoral Act 2002* also states that the VEC 'is not subject to the direction or control of the Minister in respect of the performance of its responsibilities and functions and the exercise of its powers', therefore the accountable officer including a person delegated to act in this capacity by the VEC is listed below.

Section 16(2) – Functions, powers and duties of the *Electoral Act 2002* states that 'if the Electoral Commissioner is absent or unavailable to discharge the duties of his or her office or the office of Electoral Commissioner is temporarily vacant, has the duty to act in the office of Electoral Commissioner in which case the Deputy Commissioner has all the functions, powers and duties specified in subsection (1) being the functions, powers and duties of the Electoral Commissioner as delegated by the Commission' (the VEC).

Names

Responsible Minister

The Hon. Jacinta Allan MP
Premier of Victoria since October 2023

Accountable Officer

Mr Sven Bluemmel
Electoral Commissioner – Accountable Officer
1 July 2024 to 30 June 2025

Ms Dana Fleming
Deputy Electoral Commissioner
1 July 2024 to 30 June 2025

The responsible persons, excluding ministers, received remuneration for the financial year ended 30 June 2025. The number of Responsible Persons whose total remuneration in connection with the affairs of the VEC as shown in the following bands, were:

	Total remuneration 30-Jun-25 (\$'000)	Total remuneration 30-Jun-24 (\$'000)
Income band		
\$310,000 – \$319,999	–	1
\$360,000 – \$369,999	1	–
\$360,000 – \$369,999	–	1
\$450,000 – \$459,999	1	
Total number of responsible persons	2	2
Total remuneration received, or due and receivable by responsible persons from VEC services for the financial period	823	685

9.4 Remuneration of executives

The number of senior executive service members, other than Ministers and accountable officers, and their total remuneration during the reporting period are shown in the table below. Total annualised employee equivalents provides a measure of full time equivalent executive officers over the reporting period.

Remuneration comprises employee benefits (as defined in AASB 119 *Employee Benefits*) in all forms of consideration paid, payable or provided by the VEC on or behalf of the VEC, in exchange for services rendered. Accordingly, remuneration is determined on an accrual basis.

Remuneration of executive officers (including key management personnel disclosed in Note 9.5)		
	Total remuneration 2025 (\$'000)	Total remuneration 2024 (\$'000)
Total remuneration	2,096	1,459
Total number of executives(i)	8	7
Total annualised employee equivalents(ii)	7.70	5.44

- i. The number of executives has increased because of the creation of a new executive role, Regulatory Services effective from August 2024.
- ii. Annualised employee equivalent is based on the time fraction worked over the reporting period.

9.5 Related parties

The VEC is a wholly owned and controlled entity of the State of Victoria.

Related parties of the VEC include:

- › all key management personnel and their close family members and personal business interests (controlled entities, joint ventures and entities they have significant influence over)
- › all cabinet ministers and their close family members
- › all departments and public sector entities that are controlled and consolidated into the whole of state consolidated financial statements.

All related party transactions have been entered into on an arm's length basis.

Significant transactions with government-related entities

Controlled

The VEC received funding from the Consolidated Fund of \$124.0 million (2024: \$62.6 million).

Administered

The VEC received funding and made payments to the Consolidated Fund of \$13.4 million (2024: \$15.6 million) and \$31.3 million (2024: \$9.9 million) respectively.

Remuneration of key management personnel (KMP) of the VEC include:

Mr Sven Bluemmel, Electoral Commissioner

Ms Dana Fleming, Deputy Electoral Commissioner

The compensation below excludes the salaries and benefits the Portfolio Minister receives. The Minister's remuneration and allowances is set by the Parliamentary *Salaries and Superannuation Act 1968* and is reported within the State's Annual Financial Report.

Compensation of KMPs	2025 (\$'000)	2024 (\$'000)
Total	823	685

Transactions and balances with key management personnel and other related parties

Given the breadth and depth of State government activities, related parties transact with the Victorian public sector in a manner consistent with other members of the public, e.g. stamp duty and other government fees and charges. Further employment processes within the Victorian public sector occur on terms and consistent with the *Public Administration Act 2004* and Codes of Conduct and Standards issued by the Victorian Public Sector Commission. Procurement processes occur on terms and conditions consistent with the Victorian Government Purchasing Board requirements.

Outside of normal citizen type transactions with the VEC, there were no related party transactions that involved key management personnel, their close family members and their personal business interests. No provision has been required, nor any expense recognised, for impairment of receivables from related parties.

The VEC has prepared the related party disclosures for the year based on reasonable enquiries made by management in relation to the portfolio ministers and their related parties and the information available to the organisation.

There were no related party transactions that involved key management personnel, their close family members and their personal business interests. No provision has been required, nor any expense recognised, for impairment of receivables from related parties.

9.6 Remuneration of auditors

Victorian Auditor General's Office	2025 (\$'000)	2024 (\$'000)
Audit of the financial statements	30	39
Total remuneration of auditors	30	39

9.7 Subsequent events

The VEC has entered into a number of lease agreements that will be signed and executed subsequent to 30 June 2025. Refer Note 7.2.1.

9.8 Other accounting policies

Contributions by owners

Consistent with the requirements of AASB 1004 *Contributions*, contributions by owners (that is, contributed capital and its repayment) are treated as equity transactions and, therefore, do not form part of the income and expenses of the VEC.

Additions to net assets that have been designated as contributions are recognised as contributed capital. Other transfers that are in the nature of contributions to or distributions by owners have also been designated as contributions by owners.

9.9 Glossary of technical terms and style conventions

Glossary

Term	Definition
Amortisation	Amortisation is the expense which results from the Consumption, extraction or use over time of a non-produced physical or intangible asset. This expense is classified as a flow from transactions.
Borrowings	Borrowings refers to leases.
Comprehensive result	The net result of all items of income and expense recognised for the period. It is the aggregate of operating result and other comprehensive income.
Commitments	Commitments include agreements to make payments in future that arise from non-cancellable contracts or statutory requirements. They may result from operating, capital and other outsourcing activities.
Depreciation	Depreciation is an expense that arises from the consumption through wear or time of a produced physical or intangible asset. This expense is classified as a 'transaction' and so reduces the 'net result from transaction'.
Employee benefits expenses	Employee benefits expenses include all costs related to employment including wages and salaries, fringe benefits tax, leave entitlements, redundancy payments, defined benefit superannuation plans and defined contribution superannuation plans.
Ex gratia payments	Ex gratia expenses mean the voluntary payment of money or other non-monetary benefit (e.g. a write off) that is not made either to acquire goods, services or other benefits for the entity or to meet a legal liability, or to settle or resolve a possible legal liability or claim against the entity.
Financial asset	A financial asset is any asset that is: a. cash b. an equity instrument of another entity c. a contractual or statutory right: - to receive cash or another financial asset from another entity; or - to exchange financial assets or financial liabilities with another entity under conditions that are potentially favourable to the entity; or d. a contract that will or may be settled in the entity's own equity instruments and is: - a non-derivative for which the entity is or may be obliged to receive a variable number of the entity's own equity instruments; or - a derivative that will or may be settled other than by the exchange of a fixed amount of cash or another financial asset for a fixed number of the entity's own equity instruments.

Term	Definition
Financial instrument	A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Financial assets or liabilities that are non contractual (such as statutory receivables or payables that arise as a result of statutory requirements imposed by governments) are not financial instruments.
Financial liability	A financial liability is any liability that is: a. a contractual obligation: i. to deliver cash or another financial asset to another entity; or ii. to exchange financial assets or financial liabilities with another entity under conditions that are potentially unfavourable to the entity; or b. a contract that will or may be settled in the entity's own equity instruments and is: i. a non-derivative for which the entity is or may be obliged to deliver a variable number of the entity's own equity instruments; or ii. a derivative that will or may be settled other than by the exchange of a fixed amount of cash or another financial asset for a fixed number of the entity's own equity instruments. For this purpose the entity's own equity instruments do not include instruments that are themselves contracts for the future receipt or delivery of the entity's own equity instruments.
Financial statements	A complete set of financial statements comprises: a. a balance sheet as at the end of the period b. a comprehensive operating statement for the period c. a statement of changes in equity for the period d. a cash flow statement for the period e. notes, comprising a summary of significant accounting policies and other explanatory information f. comparative information in respect of the preceding period as specified in paragraphs 38 of AASB 101 Presentation of Financial Statements; and g. a statement of financial position as at the beginning of the preceding period when an entity applies an accounting policy retrospectively or makes a retrospective restatement of items in its financial statements, or when it reclassifies items in its financial statements in accordance with paragraphs 41 of AASB 101.
General government sector	The general government sector comprises all government departments, offices and other bodies engaged in providing services free of charge or at prices significantly below their cost of production. General government services include those which are mainly non-market in nature, those which are largely for collective consumption by the community and those which involve the transfer or redistribution of income. These services are financed mainly through taxes, or other compulsory levies and user charges.
Intangible produced assets	Refer to produced asset in this glossary.

Term	Definition
Interest expense	Costs incurred in connection with the borrowing of funds includes the interest component, of finance lease repayments.
Inventories	Inventories are assets in the form of materials, consumables or supplies to be consumed in the rendering of services in the ordinary course of business operations. Inventories encompass goods purchased and held for use or resale. Inventories held for distribution are measured at cost, adjusted for any loss of service potential. Costs for all other inventory is measured on the basis of weighted average cost. Bases used in assessing loss of service potential for inventories held for distribution include current replacement cost and technical or functional obsolescence. Technical obsolescence occurs when an item still functions for some or all of the tasks it was originally acquired to do, but no longer matches existing technologies. Functional obsolescence occurs when an item no longer functions the way it did when it was first acquired.
Net result	Net result is a measure of financial performance of the operations for the period. It is the net result of items of income, gains and expenses (including losses) recognised for the period, excluding those that are classified as 'other economic flows – other comprehensive income'.
Net worth	Assets less liabilities, which is an economic measure of wealth.
Other economic flows – other comprehensive income	Other economic flows – other comprehensive income comprises items (including reclassification adjustments) that are not recognised in net result as required or permitted by other Australian Accounting Standards.
Payables	Includes short- and long-term trade debt and accounts payable, grants, taxes and interest payable.
Prepayments	Prepayments represent payments in advance of receipt of goods or services, or that part of expenditure made in one accounting period covering a term extending beyond that point.
Produced assets	Produced assets include plant and equipment, inventories and certain intangible assets. Intangible produced assets include computer software.
Receivables	Includes amounts owing from government through appropriation receivable, short- and long-term trade credit, and accounts receivable.
Sales of goods and services	Refers to income from the direct provision of goods and services and includes fees and charges for services rendered, sales of goods and services, fees from regulatory services and work done as an agent for private enterprises. It also includes rental income under operating leases and on produced assets such as buildings and entertainment, but excludes rent income from the use of non-produced assets such as land. User charges includes sale of goods and services income.
Supplies and services	Supplies and services generally represent cost of goods sold and the day-to-day running costs, including maintenance costs, incurred in the normal operations of the Commission.

Term	Definition								
Transactions	Transactions are those economic flows that are considered to arise as a result of policy decisions, usually an interaction between two entities by mutual agreement. They also include flows within an entity such as depreciation where the owner is simultaneously acting as the owner of the depreciating asset and as the consumer of the service provided by the asset. Taxation is regarded as mutually agreed interactions between the government and taxpayers. Transactions can be in kind (e.g. assets provided/given free of charge or for nominal consideration) or where the final consideration is cash. In simple terms, transactions arise from the policy decisions of the government.								
Style conventions	Figures in the tables and in the text have been rounded. Discrepancies in tables between totals and sums of components reflect rounding. Percentage variations in all tables are based on the underlying unrounded amounts. The notation used in the tables is as follows: <table data-bbox="501 712 900 837"> <tr> <td>..</td><td>zero, or rounded to zero</td></tr> <tr> <td>(xxx.x)</td><td>negative numbers</td></tr> <tr> <td>20xx</td><td>year period</td></tr> <tr> <td>200xx–xx</td><td>year period</td></tr> </table>	..	zero, or rounded to zero	(xxx.x)	negative numbers	20xx	year period	200xx–xx	year period
..	zero, or rounded to zero								
(xxx.x)	negative numbers								
20xx	year period								
200xx–xx	year period								

Auditor-General’s report

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Independent Auditor’s Report

To the Commissioner of the Victorian Electoral Commission

Opinion	I have audited the financial report of the Victorian Electoral Commission (the Commission) which comprises the: • balance sheet as at 30 June 2025 • comprehensive operating statement for the year then ended • statement of changes in equity for the year then ended • cash flow statement for the year then ended • notes to the financial statements, including material accounting policy information • declaration in the financial statements. In my opinion the financial report presents fairly, in all material respects, the financial position of the Commission as at 30 June 2025 and its financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 7 of the <i>Financial Management Act 1994</i> and Australian Accounting Standards - Simplified Disclosures.
Basis for Opinion	I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor’s Responsibilities for the Audit of the Financial Report</i> section of my report. My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the commission in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board’s APES 110 <i>Code of Ethics for Professional Accountants</i> (including Independence Standards) (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.
The Commissioner’s responsibilities for the financial report	The Commissioner is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Simplified Disclosures and the <i>Financial Management Act 1994</i>, and for such internal control as the Commissioner determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error. In preparing the financial report, the Commissioner is 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 it is inappropriate to do so.

Level 31 / 35 Collins Street, Melbourne Vic 3000
T 03 8601 7000 enquiries@audit.vic.gov.au www.audit.vic.gov.au

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**Auditor's
responsibilities
for the audit of
the financial
report**

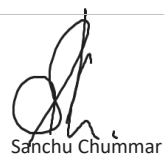
As required by the Audit Act 1994, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and 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 the Australian Auditing Standards 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 this financial report.

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

- identify and assess the risks of material misstatement of the financial report, 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 the Commissioner
- conclude on the appropriateness of the Commissioner's 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 a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report 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 report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Commissioner 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.

MELBOURNE
2 September 2025



Sanchu Chummar

as delegate for the Auditor-General of Victoria

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Appendices

Appendix A:

Disclosure index

The annual report of the VEC is prepared in accordance with all relevant Victorian legislations and pronouncements. This index has been prepared to facilitate identification of our compliance with statutory disclosure requirements [FRD 10].

Legislation	Requirement	Page reference
Standing directions and financial reporting directions		
Report of operations		
Charter and purpose		
FRD 22	Manner of establishment and the relevant ministers	10, 117
FRD 22	Purpose, functions, powers and duties	10–11
FRD 22	Key initiatives and projects	14–18
FRD 22	Nature and range of services provided	13
Management and structure		
FRD 22	Organisational structure	24
Financial and other information		
FRD 8	Consistency of budget and departmental reporting	20–21
FRD 10	Disclosure index	128–130
FRD 12	Disclosure of major contracts	38
FRD 15	Executive Officer disclosures	118
FRD 22	Employment and conduct principles	39
FRD 22	Occupational health and safety policy	44
FRD 22	Summary of the financial results for the year	19
FRD 22	Significant changes in financial position during the year	19–20
FRD 22	Major changes or factors affecting performance	19–20
FRD 22	Subsequent events	119
FRD 22	Application and operation of <i>Freedom of Information Act 1982</i>	43, 128

Legislation	Requirement	Page reference
FRD 22	Compliance with building and maintenance provisions of <i>Building Act 1993</i>	38
FRD 22	Statement on National Competition Policy	43
FRD 22	Application and operation of the <i>Public Interest Disclosures Act 2012</i>	44
FRD 22	Details of consultancies over \$10,000	39–41
FRD 22	Details of consultancies under \$10,000	39
FRD 22	Disclosure of government advertising expenditure	38–39
FRD 22	Disclosure of ICT expenditure	43
FRD 22	Disclosure of grants and transfer payments (other than contributions by owners)	43
FRD 22	Statement of availability of other information	132
FRD 22	Asset Management Accountability Framework (AMAF) maturity assessment	136
FRD 22	Disclosure of social procurement activities under the Social Procurement Framework	–
FRD 24	Environmental reporting	140
FRD 29	Workforce Data disclosures	84–85
Compliance attestation and declaration		
SD 5.4.1	Attestation for compliance with Ministerial Standing Direction	135
SD 5.4.3	Declaration in report of operations	Inner cover
<i>Financial statements</i>		
Declaration		
SD 5.2.2	Declaration in financial statements	92
<i>Standing Directions and Financial Reporting Directions</i>		
Other requirements under Standing Directions 5.2		
SD 5.2.1(a)	Compliance with Australian accounting standards and other authoritative pronouncements	92, 97
SD 5.2.1(a)	Compliance with Standing Directions	92, 97
SD 5.2.1(b)	Compliance with Model Financial Report	97
SD 5.2.2(a)	Accountable officer's declaration	92
Other disclosures as required by FRDs in notes to the financial statements (a)		
FRD 9	Departmental Disclosure of Administered Assets and Liabilities	101–102

Legislation	Requirement	Page reference
FRD 11	Disclosure of Ex gratia Expenses	117
FRD 13	Disclosure of Parliamentary Appropriations	98
FRD 21	Disclosures of Responsible Persons, Executive Officers and other Personnel (Contractors with Significant Management Responsibilities) in the Financial Report	117–118
FRD 102	Inventories	94, 107–108, 122
FRD 103	Non-Financial Physical Assets	94–95, 114–115
FRD 106	Impairment of assets	104, 106
FRD 109	Intangible assets	105–106
FRD 110	Cash Flow Statements	95
FRD 112	Defined Benefit Superannuation Obligations	99
FRD 114	Financial Instruments – general government entities and public non-financial corporations	111–114

Note:

- a. References to FRDs have been removed from the Disclosure Index if the specific FRDs do not contain requirements that are in the nature of disclosure.

Legislation

<i>Freedom of Information Act 1982 (Vic) (FOI Act)</i>	43, 134
<i>Building Act 1993</i>	38
<i>Public Interest Disclosures Act 2012</i>	44
<i>Carers Recognition Act 2012</i>	–
<i>Disability Act 2006</i>	39
<i>Local Jobs Act 2003</i>	–
<i>Financial Management Act 1994</i>	92, 97

Appendix B: Governing legislation and regulations

Our functions and operations are governed by 6 main pieces of Victorian legislation, the:

- › *Electoral Act 2002*
- › *Constitution Act 1975*
- › *Financial Management Act 1994*
- › *Electoral Boundaries Commission Act 1982*
- › *Local Government Act 2020*
- › *Infringements Act 2006*.

Our work is also governed by the Victorian:

- › *Agricultural Industry Development Act 1990*
- › *Building Act 1993*
- › *Charter of Human Rights and Responsibilities Act 2006*
- › *City of Greater Geelong Act 1993*
- › *City of Melbourne Act 2001*
- › *Equal Opportunity Act 2010*
- › *Essential Services Act 1958*
- › *Fines Reform Act 2014*
- › *Freedom of Information Act 1982*
- › *Juries Act 2000*
- › *Legal Profession Act 2004*
- › *Liquor Control Reform Act 1998*
- › *Local Jobs First Act 2003*
- › *Monetary Units Act 2004*
- › *Privacy and Data Protection Act 2014*
- › *Public Interest Disclosures Act 2012*
- › *Public Records Act 1973*
- › *Shop Trading Reform Act 1996*
- › *Vital State Projects Act 1976*

- › *Agricultural Industry Development (Polls) Regulations 2011*
- › *City of Melbourne (Electoral) Regulations 2012*
- › *Electoral Regulations 2012*
- › *Fines Reform Regulations 2017*
- › *Financial Management Regulations 2014*
- › *Infringements (General) Regulations 2006*
- › *Infringements (Reporting and Prescribed Details and Forms) Regulations 2006*
- › *Legal Profession (Board Election) Regulations 2006*
- › *Liquor Control Reform Regulations 2009*
- › *Local Government (Electoral) Regulations 2016 (to 7 July 2020)*
- › *Local Government (Electoral) Regulations 2020 (from 7 July 2020).*

Appendix C: Additional information available on request

On request, we can provide the following information sets:

- › details of publications we produce about ourselves and where to get these
- › details of changes in prices, fees, charges, rates and levies we charge
- › details of any major external reviews carried out on our operations
- › details of major research and development activities we have undertaken that are not otherwise covered in this report
- › details of overseas visits we have undertaken, including a summary of the objectives and outcomes of each visit
- › details of assessments and measures we have undertaken to improve the occupational health and safety of employees, not otherwise detailed in this report
- › a general statement on industrial relations within our organisation and details of time lost through industrial accidents and disputes.

Appendix D: Reporting procedures under the Public Interest Disclosures Act 2012

Disclosures of improper conduct or detrimental action by the Electoral Commissioner or another officer of the VEC must be made to the Independent Broad-based Anti-corruption Commission (IBAC).

Independent Broad-based Anti-corruption Commission

GPO Box 24234

Melbourne VIC 3001

Phone 1300 735 135

Further information

Written guidelines outlining the system for reporting disclosures of improper conduct or detrimental action by the VEC or its employees, and the disclosure handling procedures, are available from the VEC.

Note: the PID Act was formerly known as the *Protected Disclosure Act 2012* (Vic).

Appendix E: Making a request under the Freedom of Information Act

Documents we possess may be accessed by written request to the freedom of information officer.

As detailed in section 17 of the FOI Act, requests must:

- › be in writing
- › clearly describe the documents being requested

and

- › be accompanied by an application fee of 2 fee units (this changes every financial year) or evidence that the requesting individual qualifies to have the fee waived.

Requests should be lodged by email to foi@vec.vic.gov.au or by mail addressed to:

Freedom of Information Officer

Victorian Electoral Commission
Level 11, 530 Collins Street
Melbourne VIC 3000

Costs may also apply for certain activities involved in searching for and providing access to documents. These 'access charges' are prescribed by the Freedom of Information (Access Charges) Regulations 2014.

We may arrange with an applicant to provide information or documents outside of the FOI Act. This is discretionary and avoids the need for processing a formal FOI request.

Information that may be released outside of the FOI Act includes:

- › information relating only to the applicant where the request is accompanied by sufficient proof of identity
- › information that may have been previously released to another applicant
- › publicly available information.

More information about FOI is available on the Office of the Victorian Information Commissioner website at ovic.vic.gov.au

Appendix F: Attestation for compliance

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Victorian Electoral Commission

Financial Management Compliance Attestation Statement

The Victorian Electoral Commission has not identified any Material Compliance Deficiency in relation to 2024-25.

I, Sven Bluemmel, Electoral Commissioner, certify that the Victorian Electoral Commission has complied with the applicable Standing Directions of the Minister of Finance under the *Financial Management Act 1994* and Instructions.

Sven Bluemmel
Electoral Commissioner

Date: 20/8/2025

Level 11, 530 Collins Street Melbourne Victoria 3000
T 03 8620 1100

info@vec.vic.gov.au
vec.vic.gov.au

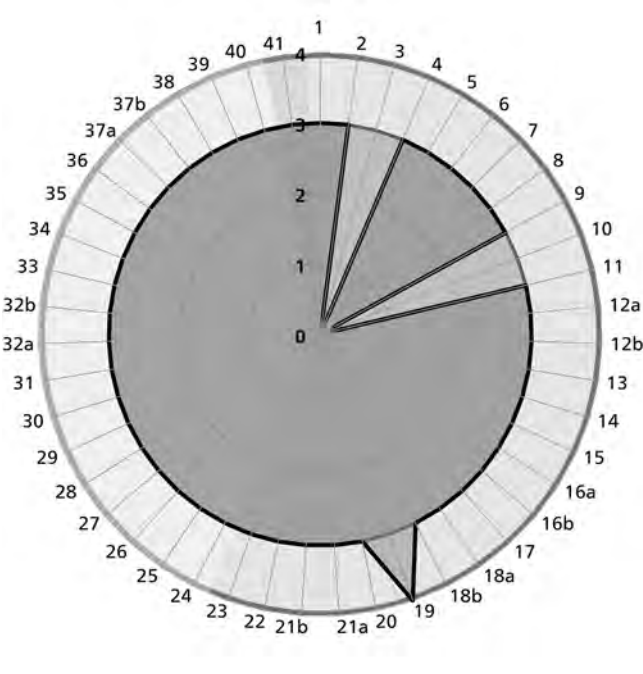


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Appendix G: Asset Management Accountability maturity assessment for year ended 30 June 2025

The following summarise the VEC’s assessment of maturity against the requirements of the Asset Management Accountability Framework (AMAF). Our target maturity rating is ‘competence’, meaning systems and processes are fully in place, consistently applied and systematically meeting the AMAF requirement, including a continuous improvement process to expand system performance above AMAF minimum requirements.



- Leadership and Accountability (requirements 1–19)**
We met our target maturity level within this category.
- Planning (requirements 20–23)**
We met our target maturity level within this category.
- Acquisition (requirements 24 and 25)**
We met our target maturity level within this category.
- Operation (requirements 26–40)**
We met our target maturity level within this category.
- Disposal (requirement 41)**
We met our target maturity level within this category.

Status	Scale	Compliance
Not Applicable	N/A	Not Applicable
Innocence	0	Non-Comply
Awareness	1	Non-Comply
Developing	2	Non-Comply
Competence	3	Comply
Optimising	4	Comply
Unassessed	U/A	Unassessed

Target 

Overall 

Appendix H: Social procurement reporting

We continue to commit to our social procurement strategy 2024–25 in line with the Victorian Social Procurement Framework and our core legislative purposes. With 2024–25 being an election year, expenditure levels were higher than 2023–24. The following table provides an overview of the objectives and achievements reportable in the year.

Social Procurement Framework (SPF) objectives	Procurement activities and achievements in 2024–25	Numbers of businesses and suppliers engaged	Total spend
› Opportunities for Victorian Aboriginal people.	Procuring services from Aboriginal businesses and suppliers, including artwork and cultural expertise to support engagement of Aboriginal communities, dance performances, and catering services.	5 suppliers (2023–24: 3 suppliers)	\$35,330 (2023–24: \$20,000)
› Sustainable Victorian social enterprises and Aboriginal business sectors.			

Social Procurement Framework (SPF) objectives	Procurement activities and achievements in 2024–25	Numbers of businesses and suppliers engaged	Total spend
› Opportunities for Victorians with disability. › Opportunities for disadvantaged Victorians. › Supporting safe and fair workplaces.	› Procuring a range of services and engagement opportunities, including: - acquiring products from businesses supporting disadvantaged Victorians - community engagements and events - catering services - Easy English training - focus groups - Language Loop - in-language videos - catering supplies. › Engagement initiatives with a range of key stakeholders to help promote electoral engagement across the Victorian community, such as: - Centre for Multiculture Victoria - Stem Incubators - Youth Affairs Council of Victoria - Victorian YMCA Community Programming.	14 suppliers (2023–24: 17 suppliers)	\$260,900 (2023–24: \$490,000)
› Environmentally sustainable outputs. › Environmentally sustainable business practices.	› Where possible, continuing to leverage from whole-of-government contracts and services that target sustainable and environmental benefits. › Purchasing ballot material and paper from locally sourced providers in delivering local by-election events. › Procuring: - environmentally friendly waste removal services - cardboard recycling services - general recycling services.	8 suppliers (2023–24: 4 suppliers)	\$225,180 (2023–24: \$215,000)

Appendix I: Report of the Electoral Boundaries Commission 2024–25



**Electoral
Boundaries
Commission**

The Electoral Boundaries Commission (EBC) is constituted under the *Electoral Boundaries Commission Act 1982* (EBC Act) and must establish and maintain electorates of approximately equal enrolment (that is, not varying by more than 10% from the average for each house of parliament) for the conduct of parliamentary elections.

The members of the EBC during 2024–25 were:

- › EBC Chairperson:
 - until 28 April 2025: His Honour Chief Judge Peter Kidd of the County Court of Victoria
 - from 14 March to 26 May 2025: Her Honour Deputy Chief Judge Meryl Sexton of the County Court of Victoria as Acting Chief Judge
 - from 27 May 2025 to present: Her Honour Chief Judge Amanda Chambers of the County Court of Victoria.
- › Mr Sven Bluemmel, Electoral Commissioner
- › Mr Craig Sandy LS, Surveyor-General of Victoria.

The EBC did not meet during 2024–25.

The VEC provides administrative and technical support to the EBC. Ashley Carr of the VEC was the EBC secretary at the beginning of the 2024–25 financial year. Annette Aboltins of the VEC then became EBC secretary in October 2024.

The EBC Act provides that the EBC must conduct a redistricting if certain conditions apply in the period 24 to 18 months before the next scheduled state election. These conditions are that:

- › enrolments for a certain number of electorates have been more than 10% outside the state average for at least 2 months

- › there have been 2 general elections since the previous redistricting

or

- › the number of electorates has changed.

Based on current and projected enrolment statistics, the next state redistricting will not take place until after the 2026 state election, under the condition of 2 general elections having occurred since the previous redistricting.

Appendix J: Environmental and sustainability reporting

The VEC utilises central government contracts for the provision of its services. Examples include service level agreements with Accommodation, Carpool and Library Services (ACLS) for provision of office accommodation and VicFleet for vehicle fleet services.

Data on environmental impacts is included in the Department of Premier and Cabinet's annual report.

Glossary and list of abbreviations

Full word or term	Definition	Abbreviation or shortened form
Aboriginal Advisory Group	A group of Elders and community leaders from across Victoria who guide us on internal projects and engagement with First Nations communities.	AAG
Administrative expenditure funding	Funding we provide to candidates, elected members and RPPs for general office costs.	AEF
Artificial intelligence	Technology that allows computers to complete tasks that usually need human thinking, such as recognising patterns, solving problems or making decisions.	AI
Asset Management Accountability Framework	Sets requirements and best-practice recommendations for government agency asset portfolios.	AMAF
Assistant election manager	The role that supports the election manager with election office operations.	AEM
Attendance election	An election where voting is conducted at voting centres on election day.	–
Attorney-General	The minister responsible for the legal system in Victoria.	–
Auditor-General	An independent officer of the Victorian Parliament who looks at resource management in the public sector.	–
Australasian Reporting Awards	A benchmarking process for annual reports produced by Australasian organisations.	ARAs
Australian Business Number	A unique 11-digit number that identifies a business to the government, other businesses and the public.	ABN
Australian Business Register	Stores and verifies business and organisation details for the community and government.	ABR
Australian Company Number	A unique 9-digit identifier assigned to every company registered by ASIC.	ACN
Australian Electoral Commission	The independent statutory agency responsible for federal elections, plebiscites, referendums and some trade union elections.	AEC
Australian Securities and Investments Commission	The corporate, markets, financial services, and consumer credit regulator in Australia.	ASIC
Ballot	A method of secret voting.	–
Ballot box	The sealed container where voters put their completed ballot papers.	–
Ballot paper	The paper voters mark their vote on, which shows candidates' names and voting instructions.	–
Board of survey	A panel that reviews government assets that are no longer needed and recommends how to dispose of them properly and transparently.	–

Full word or term	Definition	Abbreviation or shortened form
<i>Building Act 1993</i> (Vic)	The framework for regulating building construction, standards, and safety features in Victoria.	Building Act
Business-as-usual	The ordinary operations of a business.	BAU
By-election	Happens in a single-member electorate when an MP or councillor leaves before their term ends, or a multi-member local council electorate when there are no other candidates for a countback.	–
Candidate	A person who meets the criteria and nominates for an election, or satisfies the definition of a ‘candidate’ under Part 12 of the Electoral Act.	–
Capital expenditure	What an organisation spends on buying, upgrading or extending assets that will last more than a year, such as buildings, technology and equipment.	CAPEX
Chief Electoral Inspector	The role that headed the former Victorian State Electoral Office, which oversaw the administration of elections, the electoral roll, and compliance with electoral law.	–
Chief executive officer	The top-ranking officer in an organisation. In local councils, the CEO manages operations and business including staff, projects and budgets.	CEO
Chief financial officer	The executive responsible for all organisational finance activities.	CFO
Close of roll	The date people must be on the state or local council voters’ roll to be able to vote in an election.	–
Coercive Notice Control Board	Oversees the use of coercive powers by our compliance officers.	CNCB
Commission for Gender Equality in the Public Sector	Supports public sector organisations to promote and advance gender equality across their workforce and the broader Victorian community.	CGEPS
Communication and Engagement Branch	The VEC branch that plans and delivers our internal and external communication programs.	CEB/Communication and Engagement
Community of interest	A group of people who share common concerns or goals.	–
Community of practice	A group of people who interact around a topic of interest regularly.	CoP
Compulsory voting	The law that says everyone who is enrolled must vote at state and local council elections.	CV
Constitution	The set of basic rules that govern a country or state.	–
<i>Constitution Act 1975</i> (Vic)	Sets out who can enrol or be elected to the Victorian Parliament, as well as its size and term.	Constitution Act

Full word or term	Definition	Abbreviation or shortened form
Contested election	An election where there are more candidates than vacancies.	–
Corporate Services Branch	The VEC branch that provides our operational functions, a range of corporate services, and ensures an effective corporate management environment.	Corporate Services
Council/s	Area-based representative governments that manage local issues and plan for community needs.	–
Councillor	An elected representative on a local council.	–
Countback	When all formal votes from the most recent election are redistributed to fill an extraordinary vacancy in a multi-member electorate.	–
Court of Disputed Returns	The authority established in the Supreme Court of Victoria to hear and determine challenges to the validity of State elections.	–
Culturally and linguistically diverse	A term used in government to refer to people who were born overseas, have at least one parent born overseas, or speak a language other than English at home.	CALD
Cybersecurity	The practice of protecting computer systems, networks, and data from digital attacks and unauthorised access.	–
Democracy ambassador/s	A casual VEC staff member who provides peer-to-peer electoral education to our priority communities.	DA/s
Department of Premier and Cabinet	The central agency that leads whole-of-government policy and performance in Victoria.	DPC
Department of Treasury and Finance	The department that provides economic, financial, and resource management policy advice to the Victorian Government.	DTF
<i>Disability Act 2006</i> (Vic)	Aims to protect the rights of people with disabilities in Victoria and promote access through a whole-of-government and community approach.	Disability Act
<i>Disability education and engagement plan 2025–27</i>	Guides our education and engagement work with voters with disabilities until 2027.	–
District	One of the 88 Legislative Assembly electorates in Victoria.	–
Early voting	Voters can vote before election day at an early voting centre.	–
Electoral Access Advisory Group	A group of representatives from across Victoria who guide us on internal projects and engagement with people with disabilities and carers.	EAAG
Electoral Boundaries Commission	An independent body that makes sure each Victorian electorate has a similar number of enrolled voters.	EBC

Full word or term	Definition	Abbreviation or shortened form
<i>Electoral Boundaries Commission Act 1982 (Vic)</i>	Sets out how state electoral boundaries are determined and legislates the Electoral Commissioner as a member of the EBC.	EBC Act
Electoral Council of Australia and New Zealand	A consultative group of electoral commissioners from Australia and New Zealand.	ECANZ
Electoral Integrity and Regulation Branch	The VEC branch that administers electoral integrity, compliance, enforcement and regulatory activities. EIR also oversees Victoria's political funding and disclosure laws.	EIR Branch/Electoral Integrity and Regulation
Election	An event where voters choose their representatives.	–
Election day	The legislated date of an election.	–
Election Management System	The system we use to support the conduct of elections, polls and referendums and to hold essential data about these events.	EMS
Election manager	A person appointed by the VEC to conduct an election for an electorate.	EM
Election office	The administrative centre for an electorate's election.	–
Elector	A term used only in the Electoral Act (not the LG Act) to describe someone whose name is on the register of electors and is entitled to vote in elections. The LG Act uses the term 'voters'.	In this report, the term 'voter' includes electors.
<i>Electoral Act 2002 (Vic)</i>	Sets out the rules for running state elections in Victoria, including how people vote and how votes are counted.	Electoral Act
Electoral Commissioner	The statutory officer appointed by the Governor in Council to be responsible for conducting parliamentary and statutory elections.	–
Electoral Matters Committee	A committee of the Victorian Parliament that undertakes inquiries related to Victorian elections. These may examine how elections are conducted or the laws governing elections.	EMC
Electoral Regulation Research Network	A network of academics, electoral commissions, and other parties that discusses electoral research.	ERRN
Electoral representation advisory panel	An independent body that reviews and advises the Minister for Local Government on the electoral structures of Victorian local councils.	–
Electoral roll	A list of names of people entitled to vote in an election under relevant legislation.	–
Electorate	A geographical area represented by a councillor or member of parliament.	–
Electronic roll mark-off	Allows voters to be marked off the roll electronically rather than on paper at a voting centre.	–

Full word or term	Definition	Abbreviation or shortened form
Employee Assistance Program	An employer-funded service providing short-term counselling and support to employees.	EAP
Enrolment	When a person's name and address is added to the register of electors.	–
Enrolment information	The information we hold about voters.	–
Enterprise Architecture Board	Focuses on creating a resilient IT environment that can adapt to new technologies and business changes.	EAB
Event Strategy and Delivery Branch	The VEC branch that leads the delivery of electoral events.	ESD Branch/Event Strategy and Delivery
Executive director, governance and enabling services	Part of the Office of the Electoral Commissioner, this role oversees and shapes corporate strategy, planning and governance.	–
Executive Management Group	The group of 7 directors and the Office of the Electoral Commissioner that sets our strategic direction and operational plans.	EMG
Federal election	When Australians vote for people to represent them in the Senate and House of Representatives in the Australian Parliament.	–
Fee-for-service election	An election we run for a committee, board, statutory body or other entity, which they pay us to conduct.	–
<i>Financial Management Act 1994 (Vic)</i>	Sets out how we manage finances and financial reporting.	Financial Management Act
Financial Management Compliance Framework	A toolkit that helps public sector agencies establish and maintain effective financial management.	FMCF
First preference vote	A voter's first choice in preferential voting. In state and local council elections, this is the candidate the voter writes '1' next to.	–
Financial Reporting Direction/s	Prescribe both financial and non-financial reporting requirements for Victorian public sector entities.	FRD/FRDs
Financial year	The annual period between 1 July and 30 June used for tax, budgeting and financial reporting purposes.	FY
Formal vote	A vote that complies with the rules for its election.	–
<i>Freedom of Information Act 1982 (Vic)</i>	Gives people the right to access documents held by Victorian government agencies and request information about government decisions.	FOI Act
Full-time equivalent	A way to measure total work hours as if all staff were working full-time.	FTE
Gender equity action plan	A plan that Victorian public sector bodies must implement to promote gender equality and fair treatment for all staff.	GEAP

Full word or term	Definition	Abbreviation or shortened form
<i>Gender Equality Act 2020</i> (Vic)	The law that makes Victorian public sector organisations promote gender equality and report on their progress.	Gender Equality Act
General election	An election for all the seats in both houses of parliament or all local councillor positions across the state.	–
General postal voter	A voter who has registered to vote by post for all state and local council elections because it is difficult for them to attend a voting centre on election day.	GPV
Government/Victorian Government	Formed by the political party or coalition of parties that wins majority support in the lower house.	–
Governor in Council	Appoints the Electoral Commissioner and makes regulations under the Electoral Act and LG Act.	–
Health and safety representative	Represents staff and helps identify risks or raise concerns to keep the workplace safe.	HSR
Health, safety and wellbeing	The policies, practices, and support systems used to keep staff safe and healthy in the workplace.	HSW
How-to-vote cards	Show how a party, candidate, group or individual would like voters to complete their ballot papers.	–
Informal vote	A ballot paper either left blank or incorrectly marked. These are not counted towards the election.	–
Information and communication technology	Technology used to handle and share information, including computers, software, and networks.	ICT
Inclusion, diversity, equity and accessibility framework	Describes our approach to creating a fair, inclusive, and accessible workplace for all staff.	IDEA framework
Information and Data Security Branch	The VEC branch responsible for our information technology and cybersecurity operations.	IDS/Information and Data Security
<i>Infringements Act 2006</i> (Vic)	Sets out how fines and penalties are issued and managed in Victoria, including for stages 2 and 3 of CV enforcement.	Infringements Act
Issue resolution procedures	Used by an organisation to resolve workplace problems, complaints, or disputes fairly and efficiently.	IRP
Joint Roll Management Committee	A group that makes sure voter details are current and consistent across state and federal jurisdictions.	JRMC
<i>Juries Act 2000</i> (Vic)	Sets out how juries are selected and managed, and operate in Victoria's courts.	–
Legislative Assembly (lower house)	One of the 2 houses in the Victorian Parliament. The party or coalition that wins majority support in this house forms the government.	Lower house
Legislative Council (upper house)	One of the 2 houses in the Victorian Parliament, often referred to as the 'house of review'.	Upper house

Full word or term	Definition	Abbreviation or shortened form
Local council elections	Held to choose representatives for local government councils. Also referred to as 'local government elections'.	–
<i>Local Government Act 2020</i> (Vic)	Sets out how Victorian local councils are run, including rules for elections.	LG Act
Local Government Inspectorate	The independent body that oversees Victorian councils and makes sure they comply with the LG Act.	LGI
Long-service leave	Paid leave a person can take after working for the same employer, or in the same industry, for 7 years or more.	LSL
Lost-time injury	Occupational injuries or illnesses, including fatalities, that result in days away from work after the shift when the injury occurred.	LTI
Marginal costs	Labour, materials, equipment, rent, utilities, insurance, and other items purchased for an activity.	–
Melbourne City Council elections	Operate under the <i>City of Melbourne Act 2001</i> (Vic) and include elections for the leadership team of Lord Mayor and Deputy Lord Mayor, and councillors.	–
Member	Any person elected to parliament.	–
Memorandum of understanding	A written agreement between 2 or more parties that sets out how they will work together.	MoU
Minister	A member of parliament chosen to be part of the government and responsible for a portfolio, such as health.	–
Mobile voting centre	A mobile voting service for voters who do not have access to fixed voting centres.	–
<i>Multicultural education and engagement plan 2025–27</i>	Guides our education and engagement with multicultural communities until 2027.	–
<i>Ngabun-Bambunj – Aboriginal education and engagement plan 2025–27</i>	Ngabun-Bambunj means 'courage, brave, bold' in the Woi Wurrung language. The plan guides our education and engagement work with First Nations communities until 2027.	Ngabun-Bambunj
Nomination	How a person becomes a candidate at an election.	–
Occupational health and safety	Policies and practices that keep workers safe and prevent injuries, illness, and hazards.	OHS
<i>Occupational Health and Safety Act 2004</i> (Vic)	Sets out responsibilities for employers and staff to make sure Victorian workplaces are safe.	OHS Act
Office of the Victorian Information Commissioner	An independent office that oversees freedom of information requests and regulates Victoria's privacy laws.	OVIC
Online Research Panel	A group of voters who complete surveys to help with our electoral research.	ORP

Full word or term	Definition	Abbreviation or shortened form
Operational expenditure	What an organisation spends on running costs, including salaries, rent, utilities, and supplies.	OPEX
Other state and territory average enrolment rate	Used in our enrolment reports to compare to Victorian and national rates.	OSTA
Participation	Measured in elections by enrolment, turnout, and voting formality rates.	–
Passport to Democracy	Our online and in-person program that supports electoral education for schools, teachers and young people.	PTD
People Matter Survey	An annual survey of Victorian public sector employees that collects feedback on workplace culture, leadership, and staff experiences.	PMS
Planning Group	A group of VEC staff that governs continuous improvement projects that impact multiple elections.	–
Policy development funding	Funding we provide RPPs, elected members and candidates for policy development.	–
Positive duty action plan	A plan that Victorian public sector organisations create to prevent discrimination, harassment, and bullying, and promote a safe and inclusive workplace.	PDAP
Postal election	Where ballot papers are posted to voters who complete and return these in a reply-paid envelope.	–
Postal vote	The means of voting in local council elections and an alternative method for voters in state elections who can't make it to a voting centre on election day.	–
Preferential voting	A vote for all candidates in order of preference. Election officials distribute preferences until one candidate has an absolute majority.	–
Print Workshop	Our in-house print studio for reports, ballot material and other documents.	–
Prisons and Without a Home Advisory Group	A group of people with lived experience, or who work in the prison and homelessness sectors, who guide us on internal projects and engagement with people in prison or without a home.	PAWAH Advisory Group
<i>Prisons and without a home education and engagement plan 2025–27</i>	Guides our education and engagement work with people in prison or without a home until 2027.	–
<i>Privacy and Data Protection Act 2014 (Vic)</i>	Sets out how Victorian public sector organisations collect, use, and store personal information.	Privacy and Data Protection Act
Proportional representation	A system of voting designed to elect representatives in proportion to the amount of support each has in the electorate.	–

Full word or term	Definition	Abbreviation or shortened form
Provisional enrolment	Australian citizens who are 17- years of age are entitled to pre-enrol to ensure they can vote once they turn 18.	–
<i>Public Administration Act 2004</i> (Vic)	Sets out the structure of the Victorian public service and standards of conduct, accountability, and decision-making.	Public Administration Act
Public funding	Funding we provide to RPPs, elected members and candidates for campaign costs.	–
<i>Public Interest Disclosures Act 2012</i> (Vic)	Protects people who report wrongdoing in the Victorian public sector and sets out how disclosures should be made and investigated.	PID Act
Public Record Office of Victoria	The state archive that collects and provides access to government records and historical documents.	PROV
Recount	A re-examination and count of all formal and informal ballot papers before the declaration of the result. Usually only conducted when an election is close.	–
Redivision	When electoral boundaries are redrawn under the EBC Act so there are close to equal numbers of voters in each.	–
Referendum	A proposal to alter the Constitution, put to the vote.	–
Region	One of the 8 Legislative Council electorates in Victoria. Each region elects 5 members.	–
Register of electors	Our database of all Victorian voters.	–
Registered political party	A political party registered under the Electoral Act. An RPP must have at least 500 members who are Victorian electors and not members of another RPP.	RPP
Return to work	A process that supports staff who have been injured or unwell when they go back to work.	RTW
Roll Management System	Helps us manage enrolment information and complements the AEC's roll management services.	RMS
Scrutineer	Appointed by candidates to observe voting and counting and confirm these are done correctly.	–
Scrutiny	The process of checking that votes are counted and distributed correctly.	–
Strategy 2027	Our 4-year strategic plan to achieve our organisational goals.	–
State Electoral Office	The former Victorian Government office responsible for running state elections and maintaining the roll.	–
Subdivided	When a local council has wards and councillors for each ward.	–

Full word or term	Definition	Abbreviation or shortened form
Surveyor-General	A senior government official responsible for overseeing land surveys, mapping, and property boundaries in Victoria. The Surveyor-General is a member of the EBC.	–
Turnout	The percentage of people who were enrolled and voted.	–
Unsubdivided	When a local council has no wards. Councillors are elected to the council as a whole.	–
VEC Disclosures	Our online political donation disclosure reporting system, accessible publicly via our website.	–
Victorian Curriculum and Assessment Authority	The government body that oversees Victorian school curricula, assessments, and certifications and provides us with data for enrolment campaigns.	VCAA
Victorian Civil and Administrative Tribunal	The Victorian legal body responsible for hearing disputes, including from local council elections.	VCAT
Victorian Industry Participation Policy	Encourages suppliers and contractors on major public projects in Victoria to use local businesses when possible.	VIPP
Victorian Protective Data Security Standards	Rules and guidelines that Victorian Government agencies follow to secure data and sensitive information.	–
Victorian public sector	The state government departments, agencies, and public sector organisations that deliver services, implement policies, and manage public resources.	VPS
Victorian Public Sector Commission	The independent agency that supports Victoria's public sector and promotes good governance.	VPSC
Voter	An elector (Electoral Act) or voter (LG Act) who votes in an election.	–
VoterAlert	Our SMS and email notification service that reminds voters in Victoria about upcoming elections, how to enrol, and other important electoral information.	–
Voters' roll	The final list of eligible voters for any given election.	–
Voting centre	A place to vote in an election. Includes early, mobile, and election day voting centres.	–
Ward boundary reviews	An examination of a council's internal boundaries to make sure there are similar numbers of voters per councillor in each ward.	–
Young People Advisory Group	A group of young people and workers in the youth sector who advise us on internal projects and engagement work with young people.	YPAG
<i>Young people education and engagement plan 2025–27</i>	Guides our engagement with young voters until 2027, including employing more DAs.	–

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