

6	Recommendation The decision to “completely outsource” recruitment of TEWs to an independent recruitment agency should be reconsidered by WAEC, having regard to: (1) the cost compared to cost of “in house” recruitment, using ROs to recruit; (2) the specialised nature of the temporary work, related solely to elections; and (3) public perception, and consider whether WAEC should employ all TEWs directly for General Elections and should only engage recruitment agencies to recruit TEWs for Early Polling until it is sufficiently funded to recruit TEWs for Early Polling itself.	
	Government Response Supported in principle Electoral Commissioner to be requested to review the WAEC’s recruitment procedures as part of the scope of work for recommendation two.	WAEC response Supported The WA Electoral Commission acknowledges the concerns raised in the Special Inquiry regarding outsourcing recruitment of TEWs. The WA Electoral Commission will review the optimal service delivery and workforce model ahead of the 2029 State General Election, giving consideration to effective sourcing models, best practice nationally and the importance of upholding the integrity of electoral processes.