Recommendation 1: The Electoral Commission must consult on a consultation policy, must promulgate and publish this policy within three months of the enactment of this report. The consultation policy must apply to all consultations undertaken by the Electoral Commission at any time.

The policy should provide for designation of Electoral Commission stakeholders who form a standing consultation list.

The consultation policy must fit with the new legislation making process.

The Electoral Commission must report on compliance with the Consultation Policy in the Electoral Commission 2021/22 reports to President and Ministers.

Recommendation 2: The Electoral Commission to make a policy on exercise of regulation making powers within six months. The Electoral Commission must consult on the proposed regulation making powers policy before making and publishing the final regulation making policy. Within the consultation policy recommendation above.

The Electoral Commission to publish any regulation made on website within 24 hours, in the Gazette and make available a hard copy for inspection at the Electoral Commission offices.

The Electoral Commission to report on regulation making in Section 2021/22 report to the President and Parliament.

All Electoral Commission manuals and guidance to be the subject of a formal Electoral Commission decision or regulation.

Recommendation 3: The Electoral Commission to make use of 'standing' documents. A new informationcontent manager post (policy officer) to be created that forms the principle that all Commission documents should be public unless to protect information privacy and security of the electoral process.

Recommendation 4: Electoral Commission should ensure that it complies with the provisions of the Audit Services Act.

The Electoral Commission should make available its annual audited accounts to registered political parties.

Recommendation 5: The Electoral Commission Secretariat must be responsible for the electoral operations. Electoral Commission not should by its regulation or otherwise, hinder or impede its independence and/or interfering in the work of the Secretariat staff.

Recommendation 6: There must be an urgent external particular review of the Commission (in line with current GoSL effort), including examining staff morale and independence. The findings of the review should be reported to Parliament and the PAC and other critical external stakeholders.

The review to be conducted by an independent team that comprises both GoSL public sector management experience and electoral expertise with the Commission's oversight. The review should be concluded within six months after the submission of this report.

Following the review the Commission should:

- Develop a sound organisational and staff development policy for permanent staff based on the functional reviews findings that includes a skills matrix for all vacancies.
- Develop a new permanent staff recruitment policy that takes into consideration regional diversity and establishes that all staffing decisions are made on merit and based on the skills matrix.

The Commission should also aim to forge a strategic partnership with accredited tertiary institutions to provide foundation training for electoral matters.

Recommendation 7: Electoral Commission to publish a of Electoral Code (calendar) within twelve months of the declaration of a polls. Electoral Code should be based on the Electoral Commission's Strategic Plan and should include a calendar of events for all parties, with a Gantt chart and clearly outlined Electoral Commission deadlines.

Electoral Commission to ensure that it complies with its strategic plan, including its commitment to ensure that all electoral local knowledge in the relevant Zone.

Publication dates for electoral operations plans to be included in the electoral code calendar.

Recommendation 8: Electoral Commission to publish a calendar of when and how they will review their suite of procedural guidelines and manuals. Electoral Commission to publish a calendar of when and how it will review its electoral operations plans. Electoral Commission should ensure that its of electoral code calendar.

Procedural guidance documents to be made by regulation so that there is a penalty under the Public Elections Act for failure to comply. Procedural guidance documents should be written in plain language and be accessible to all users (Electoral Commission and voter education mission regulation).

Electoral Commission to ensure that its operational planning calendars in year three of the electoral cycle.

Recommendation 10: Electoral Commission to develop and consult upon a new temporary staff recruitment policy that includes 52 job descriptions for anticipated temporary staff and establishes a temporary staff recruitment pool of staff ready for recruitment and training. Recruitment.

Electoral Commission to always begin to national spread and diversity in recruiting temporary staff as well as ensuring relevant local knowledge in the relevant Zone.

Electoral Commission to improve dialogue with other state institutions to investigate opportunities to collaborate on temporary staff recruitment.

Electoral Commission to ensure timely and transparent selection of polling staff and conduct of polling staff training programme should be prioritised ensuring staff retain their knowledge and skills.

The training courses must be based on cascade and interactive training methodology.

Electoral Commission to have polling staff using training polling booting materials and mock ballot papers and operational forms for simulation exercises.

Recommendation 11: There should be an independent assessment of voter information provided in 2023.

Electoral Commission to develop and consult upon a new voter information strategy in the first year of each electoral cycle (for the 2026 cycle, this will be informed by the assessment above) that uses practical and cost-effective methods for the development and dissemination of voter information and education.

Electoral Commission to devote more resources to the provision of voter information as per Public Elections Act Section 77(3) and (4) and ensure that the voter information and education and ballot material is available in all languages.

Electoral Commission to increase the use of local languages in their voter information and education efforts and encourage other organisations to do the same.

Recommendation 12: Electoral Commission voter information and education campaign to be included in the electoral cycle calendar and to be included in the electoral operations plan as an operational activity.

Electoral Commission voter information efforts to start no later than six months before (a) the commencement of the voter registration period and (b) polling day respectively.

Electoral Commission to establish a permanent mechanism for voters to check if they are registered and their place of voting, possibly over a telephone line or using the internet, and to inform voters of this mechanism.

Electoral Commission voter information to specifically the identification documents required to vote at polling stations.

Electoral Commission to ensure that its voter information and education efforts include the general and electoral logistics in the schoolchildren's curriculum.

There should be a national strategy to provide sufficient resources to CSOs, CBOs, Paramount Chiefs, local stakeholders, and media to conduct effective civic and voter information and voter education (electoral information participation of voters in elections.

Recommendation 13: That the Voter Registration process undertaken the following – that – registration process current legal framework.

- There should be a national polling population database from NEWA for the purpose of updating a voter register.
- Electoral Commission to conduct a national voter registration fieldwork exercise following receipt of the data from NEWA. This will also allow voters to verify their details in the process.
- Electoral Commission to conduct a designation process in Sierra Leone in a transparent manner following their field exercises.

Electoral Commission to ensure that the Voter Registration Regulations and Voter Registration Guidelines are published and distributed to parties and other stakeholders two months before the start of voter registration fieldwork. Prior to this, the Electoral Commission should consult with parties and other stakeholders on the Voter Registration Regulations and Voter Registration Guidelines and the expected dates, which the Commission should publish.

Recommendation 14: The Government should consider further subsidising the acquisition of national ID cards so that the Electoral Commission does not have to undertake voter registration and issue voter cards.

Electoral Commission to ensure that Commission to continue to offer a nationwide software solution under the following conditions:

- Commission to field consultants with political parties on the development of any planned nomination software eight months before the start of nomination period and to provide training to political parties on the use of the software.
- Commission to provide political parties with a copy of the nomination software three months before the start of nomination period.
- Training for registered political parties to start immediately on finalisation of the software and to continue until two months to the start of the nomination period.
- No modifications to the nomination system should be allowed 2 months before the start of a nomination process. Any update identified as needed to be made available to all parties at the same time and in the same way in the interim.

The Commission to discuss with registered political parties the amount of time to be allocated to the political parties for uploading relevant data.

Recommendation 15: Electoral Commission to process accreditation of party agents at least two weeks before the event.

Electoral Commission to publish and make available to all political parties a standard form for accreditation of party agents and the expected date of release to be included in electoral code calendar.

Electoral Commission to publish and make available to all political parties an "expected party list" and "unexpected party list" in the relevant region.

Recommendation 16: Create a dedicated oversight committee in Parliament comprising representatives from all political parties represented in Parliament as a Standing Committee on Electoral Matters to review an electoral cycle. Inquire into electoral preparedness, and guide. Appoint the chairman of the committee from the ranks of non-executive party.

Parliament to have an annual debate on the Electoral Commission's annual report submitted under section 32(1) of the Commission Act.

Recommendation 17: PPRC should make available to annual audited accounts to registered political parties.

That PPRC must consult on a consultation policy and promulgate and publish the policy within three months of the submission of this report.

The policy should stipulate that all registered political parties, some CSOs and development partners be included in a standing PPRC consultation list.

PPRC to develop and consult (in line with the consultation policy) upon a new permanent staff recruitment policy that takes into consideration regional diversity.

PPRC to develop and upon a new temporary staff recruitment policy that includes 52 job descriptions for all temporary staff roles (52 qualitative assessment criteria) required for all temporary staff roles for recruitment and training methodology.

PPRC to have regional offices in the regional headquarters in Kenema, Bo and Makeni and establish a permanent presence in the relevant District or Region.

PPRC to forge a strategic partnership with other institutions to investigate opportunities to collaborate on temporary staff recruitment.

Recommendation 18: NCRA to be resourced to provide an inclusive and comprehensive civic education programme. NCRA to extend the last civic programme to include all political parties. NCRA to develop and implement a strategy for the provision of civic education in the district level operations.

Recommendation 19: Section 42 of the Public Elections Act to be amended to include a Declaration signing by party representatives signing to receive exclusive access to the Commission's Electoral Management Information System.

PPRC to develop and consult upon a new temporary staff recruitment policy that includes 52 job descriptions for all temporary staff roles (52 qualitative assessment criteria) required for all temporary staff roles for recruitment and training methodology.

PPRC to have regional offices in the regional headquarters in Kenema, Bo and Makeni and establish a permanent presence in the relevant District or Region.

PPRC to forge a strategic partnership with other institutions to investigate opportunities to collaborate on temporary staff recruitment.

Recommendation 20: NCRA to be resourced to provide an inclusive and comprehensive civic education programme. NCRA to extend the last civic programme to include all political parties. NCRA to develop and implement a strategy for the provision of civic education in the district level operations.

Recommendation 21: Section 42 of the Public Elections Act to be amended to include a Declaration signing by party representatives signing to receive exclusive access to the Commission's Electoral Management Information System.

PPRC to develop and consult upon a new temporary staff recruitment policy that includes 52 job descriptions for all temporary staff roles (52 qualitative assessment criteria) required for all temporary staff roles for recruitment and training methodology.

PPRC to have regional offices in the regional headquarters in Kenema, Bo and Makeni and establish a permanent presence in the relevant District or Region.

PPRC to forge a strategic partnership with other institutions to investigate opportunities to collaborate on temporary staff recruitment.

Recommendation 22: PPRC should make available to annual audited accounts to registered political parties.

That PPRC must consult on a consultation policy and promulgate and publish the policy within three months of the submission of this report.

The policy should stipulate that all registered political parties, some CSOs and development partners be included in a standing PPRC consultation list.

PPRC to develop and consult (in line with the consultation policy) upon a new permanent staff recruitment policy that takes into consideration regional diversity.

PPRC to develop and upon a new temporary staff recruitment policy that includes 52 job descriptions for all temporary staff roles (52 qualitative assessment criteria) required for all temporary staff roles for recruitment and training methodology.

PPRC to have regional offices in the regional headquarters in Kenema, Bo and Makeni and establish a permanent presence in the relevant District or Region.

PPRC to forge a strategic partnership with other institutions to investigate opportunities to collaborate on temporary staff recruitment.

Recommendation 23: Section 42 of the Public Elections Act to be amended to include a Declaration signing by party representatives signing to receive exclusive access to the Commission's Electoral Management Information System.

The Security Code of Conduct should be revisited to include reference to the parties for non-compliance that already exist in law.

Recommendation 24: Section 42 of the Public Elections Act to be amended to include a Declaration signing by party representatives signing to receive exclusive access to the Commission's Electoral Management Information System.

Recommendation 25: A future electoral security communications strategy should contain: (a) Sensitise the purpose as per security sector statutory functions and mandate of security institutions and their role in the electoral process. (b) Emphasise the purpose as per security sector statutory functions and mandate of security institutions and their role in the electoral process. (c) Enhance accountability and public trust by including a dedicated transparency section that matches timely and regular updates on the electoral security situation. (d) Ensure that the strategy is fit for purpose and that it is based on a robust and well-resourced communications plan. (e) Ensure that the communications plan is based on a robust and well-resourced communications plan that fits the overall strategy. (f) Produce a final assessment report based on pre-identified indicators.

The ECP should review and consult upon a new Code of Conduct for Political Parties that includes the public on progress and broad security issues as the publication of meetings minutes through pre-identified security communication channels.

Electoral Commission to ensure that the Code of Conduct for Political Parties is in a language that is easily understanding the importance for the public to be informed when NEC is involved.

Recommendation 26: Establish a cross-sector stakeholder structure incorporating: non-security state and non-state actors (e.g. GoI Ministries and report election violence in a timely, factual, and objective manner. (b) Publish data periodically through online reports, press releases and briefings. (c) Ensure that the data is fit for purpose and that it is based on a robust and well-resourced data management.

Recommendation 27: The Human Rights Commission to monitor election related human rights violations and release reports.

Under the auspices of the Human Rights Commission, a committee should be established to include the following: (a) Human rights advocacy groups (b) Representatives of the security forces, human rights organisations, and the public at large to foster dialogue and understanding, in advance of the election security. Training.

Recommendation 28: Sierra Leone Police to conduct a comprehensive election-focused training needs assessment to identify the training needs of its officers and develop a comprehensive training programme based on the findings of the TNA. Sierra Leone Police to address these training needs through a comprehensive training programme that specifically targets the identified needs.

Post-last-time-testing experiences and review training schedule to ensure all necessary cascade trainings are implemented, including for newly recruited officers.

Recommendation 29: Provide necessary funding and plan for adequate human resources and materials to capacitate the Sierra Leone Police and Republican Guard to fulfill their mandate.

Reinforce meaningful and interview skills and techniques to ensure impartial investigations, with specific training on handling complaints from women and vulnerable groups, and on conducting investigations into electoral violence and other electoral offences.

Ensure that the Commission's Electoral Management Information System is fit for purpose, that it is based on a robust and well-resourced data management

mechanism.

Recommendation 72: Part VIII of the Political Parties Act should be revised to regulate individual's non-compliant conduct in addition to that of political parties.

Part VIII-CONDUCT OF POLITICAL PARTIES AND INDIVIDUALS

To expand the scope of this party to over both party conduct and the conduct of individuals, replace the current section 39 (1) with the following new subsection:

(1) This part shall apply to:

every political party, its members, supporters, candidates and operatives;

independent candidates

to replace the current subsection 2 with the following subsection

(2) A person or political party listed in subsection 1 shall not be involved in

violent conduct in party or independent candidate offices or activities, whether directly or indirectly;

the use of thugs;

the use of profane and obscene language or provocative songs against political opponents;

the use of incendiary and inciting statements, including hate speech against political opponents or;

the obstruction of the activities of political opponents including the destruction of campaign materials.

(3) Where a person or political party listed in subsection (1) contravenes subsection (2), they are liable, upon proof by the Commission to penalties in the following order:

a written warning;

a fine not less than Nle 100,000;

a suspension and

de-registration.

(4) A penalty imposed by the Commission under subsection (3) shall not preclude a person who has suffered as a result of conduct prohibited in subsection (2) from seeking redress under any other law.

(5) A person or political party found liable by the Commission for any of the conduct proscribed in subsection 2 shall be at liberty to appeal against the decision of the Commission to the High Court of Sierra Leone and such appeal shall be determined within 30 days of the date of its assignment.

(6) A political party shall not extend the tenure of any of the executives for more than 6 months.

40 (2) replace the words 'a political party or independent candidate' with 'a person or party listed in subsection 1…'

40 (3) replace the words 'a political party or an independent candidate' with 'a person or party listed in subsection 1…'

Recommendation 73: Elaborate on election violence in Section 131 of the Public Elections Act to explicitly include gender-based violence (GBV), sexual gender-based violence (SGBV) and Technology-Facilitated Gender-Based Violence (TFGBV) in order to facilitate the collection and analysis of relevant incidents.

Recommendation 74: Enshrine the neutrality, the non-partisanship and the impartiality of the security forces in the exercise of their functions into the Constitution and all security sector-related Acts.

Ensure that all legislation in this space is drafted so as to safeguard the fundamental right of political parties and their supporters to assemble and rally in public. Amend the Section 17 of the Public Order Act to safeguard this right in line with international standards and regional standards and ensure that the Political Parties Act and Public Elections Act are also reviewed in this regard.

Develop an electoral security part in the Public Elections Act to: (a) Clearly designate the SL Police as the primary actor for implementing election security. (b) Stipulate that the security forces provide security coverage for all political parties on a level playing field. © Including the misuse (or other suitable definition) of security forces by any political party or individual as an electoral offence.

Recommendation 75: Enshrine the Independent Police Complaints Board in legislation, along with its mandate, functions and powers.

Recommendation 76: Amend the Independent Media Commission Act to make the appointment of the Independent Media Commission Chair subject to a more transparent process than at present. Independent Media Commission powers should be reviewed to ensure there is sufficient power to enforce the Media Code of Conduct. The Code should also be reviewed taking into account the role of social media in spreading hate speech during elections and whether sanctions are sufficient.

The Independent Media Commission could usefully offer training for journalists on political and electoral matters, perhaps in conjunction with the Electoral Commission and Political Parties Regulation Commission.

Recommendation 77: The state broadcaster, SLBC should be transformed into an independent public service broadcaster with editorial independence from government and financial autonomy.

Establish in legislation a limit in the maximum amount of airtime that political parties and candidates can buy on SLBC during an election campaign period, in order to avoid disadvantages between those parties with greater financial capacity than other parties.

Recommendation 78: There should be a national dialogue on the choice of electoral system to be adopted for Parliament and local councils between the district proportional representation system and the First Past the Post system.

Whichever electoral system is adopted should ensure that a minimum 30% female representation is maintained at all levels, consistent with the Gender Equality and Women's Empowerment Act.

In advance of each general election the Electoral Commission must make a regulation that sets out how the GEWE quota and any other similar measure (such as for youth, People With Disabilities) are to be managed in the voting system to be used at that election.

Recommendation 79: The Committee recognises the need for early and diaspora voting but would suggest that this issue be discussed in the national dialogue recommended in recommendation 78.

Recommendation 80: That the final report be tabled in Cabinet and that the Cabinet develops a Cabinet Paper to guide Government of Sierra Leone implementation, including legislative reforms, as required.

Parties call upon development partners and other international organizations to provide technical and financial assistance for implementation.

Copyright © Tripartite Steering Committee Secretariat 2026. All Rights Reserved. Designed by Foday A. Lamboi