

**Country:** Lesotho

**Theme:** Enhancement of Participation by Special Categories of Voters

**Sub Theme:** Polling Personnel

**Title of The Best Practice / Case Study:** Training of polling staff Lesotho is a country with clear polling procedures and the commission train its staff extensively for a five days training to prevent poor management of voting on election day.

**Area of Coverage:** Returning Officers, Voting Station Managers, Presiding Officers, Polling officers, Official Witnesses and Party Agents

**Period of implementation:** 2002 to date

**Background:** For all the Commission's staff members to understand the elections process and work efficiently; they are given a proper training. It's a three to five days training, at their localities. They are given manuals as reference.

**Brief Description of Best Practice:** After their names are posted to inform them that they have been employed by the Commission, they are taken for training. The content of training include voting process, requirements for polling, who is responsible for polling, persons expected in a polling stations, types of ballots, ballot account, opening and closing of polling station, counting, announcement of results, and transmission of results.

**Challenges:** Training them is costly and it is difficult to train them all at once as their numbers are very large.

**Outcome:** This has improvement management of polling stations and there are no many petitions.