

## 18. GAMBLING REGULATORY AUTHORITY

- 18.1 Operating under the *aegis* of the Prime Minister's Office since January 2015, the Gambling Regulatory Authority (GRA) is a body corporate set up under the GRA Act 2007. It is mainly responsible for licensing and monitoring of gaming/gambling activities and collection of license fees from stakeholders.
- 18.2 The objects of the GRA include, among others, to: regulate and control gambling activities and the organisation of lottery games, sweepstake and lotteries; regulate and monitor the organisation of horse racing; promote public confidence in the integrity of the gambling industry and the horse racing industry; ensure that gambling is conducted in a fair and transparent manner; foster responsible gambling in order to minimise harm caused by gambling; promote tourism, employment and economic development; and promote the welfare and leisure of the race-going public.
- 18.3 At present, GRA is providing its services through three units, namely the Licensing and Inspectorate Unit, the Finance Unit and the IT Section with the following activities:
- **Licensing and Inspectorate Unit** is responsible, among others, for implementing the Board's decision, examining applications for the issue or renewal of licence, preparing affidavits, attending court cases and carrying inspections for ensuring compliance with the condition of licence.
  - **Finance Unit** is responsible, *inter-alia*, for collection of licence fees, preparation of the budget, preparing for the payroll, and monthly tax returns, preparation of the financial statements and making requests for funds.
  - **IT Section** is responsible, among others, for all IT related problems mainly configuration of the computer, network and accessories at the Authority, manage the online connection of the server and assist users with the day-to-day operational problems.
- 18.4 In accordance with Section 13 (i) of the GRA, the responsibility of the execution of the Policy of the Board and the control and management of the day-to-day business of the Authority rest upon the Chief Executive. The other personnel comprises four officers on permanent establishment, three officers on secondment from MOFED and six officers on contract. The Authority is also assisted by a team of officers of the "Police des Jeux".
- 18.5 During consultation, Management reported that Government in its programme 2015-2019, stated that it would be merciless in combatting the growing illicit gambling activities in order to minimise harm in society. On this basis, the GRA re-oriented its policies and approaches to attain this objective. Hence,

representation has been made for the GRA to have the proper organisation structure and the more so qualified staff to undertake and shoulder responsibilities. Management submitted a new structure comprising grades to perform different functions and their proposed schemes of service. It further highlighted that the re-engineering process of the GRA would be done in phases in order to ensure a smooth transition.

- 18.6 The submission was examined in line with provisions of Section 3 of the GRA Act where it is stipulated that the GRA should comprise the Inspectorate Division, the Investigation Division, the Internal Audit Division and any other divisions as may be set up by the Board. Some incompatibility was noted between the provisions of the Act and the proposed functional structure of the organisation. In view thereof and given the number of grades involved, the Bureau considers it more appropriate for the GRA to re-examine its proposals regarding the structure and new grades. Thereafter, the salary gradings may be provided on an adhoc basis once the established procedure has been followed and relevant clarifications/information obtained.
- 18.7 We are, however, on the basis of functional needs, providing for the grades of Legal Affairs Officer, Public Relations/ Responsible Gambling Officer, Auditor, Systems Analyst and Clerk/Word Processing Operator. As regards grades on the permanent and pensionable establishment, we are providing the revised salary scales in alignment with our pay structure.

#### **Recommendation 1**

- 18.8 We recommend the creation of the following grades: Legal Affairs Officer, Auditor, Public Relations/Responsible Gambling Officer, Systems Analyst and Clerk/Word Processing Operator.**

#### **Legal Affairs Officer (New Grade)**

#### **Recommendation 2**

- 18.9 Appointment to the grade of Legal Affairs Officer should be made by selection from among candidates who possess a Degree in Legal Studies or Law from a recognised institution or an equivalent qualification acceptable to the Authority and who reckon at least three years' experience in dealing with court and legal matters/proceedings.**
- 18.10 Incumbent would be required, among others, to: advise the GRA Office on legal matters; handle court matters/proceedings pertaining to licences; consult with the Authority/Legal Adviser as and when required; develop, initiate, maintain and review policies and procedures for a compliance; develop and periodically review and update Standards of Conduct to ensure continuing currency and relevance in providing guidance to Management and employees; and

develop/implement corrective actions plans to resolution on problematic issues and provide general guidance on how to tackle similar situations in future.

### **Public Relations /Responsible Gambling Officer (New Grade)**

#### **Recommendation 3**

**18.11 Appointment to the grade of Public Relations /Responsible Gambling Officer should be filled by selection from among candidates who possess a Degree in Communication or Communication Studies or Journalism or any equivalent qualification acceptable and having at least three years' knowledge in the field of public relations, communication or journalism.**

18.12 Appointee would be required, among others, to: design and implement Communication Strategies and Plan; disseminate information which will help to create greater awareness of the role of the Authority; provide reports on the status and actions of the Communication Plan; develop and implement a Responsible Gambling Programme for the Authority; to sensitise people on the harm of gambling; and promote gambling as a leisure.

### **Auditor (New Grade)**

#### **Recommendation 4**

**18.13 Appointment to the grade of Auditor should be made by selection from among candidates possessing a pass at the Final Examination required for admission to membership of ICA, ACCA, CIMA and CIPFA and who reckon at least four years' experience in auditing and/or accounting duties.**

18.14 Incumbent would be required, among others, to: conduct internal and external audit of the GRA and its stakeholders; develop a systematic audit testing of control; and make recommendations and improvements to the system of procedures to achieve accuracy, eliminate errors, defalcation, wastage, fraud and the maintenance of an up-to-date and well organised database.

### **Systems Analyst (New Grade)**

#### **Recommendation 5**

**18.15 Appointment to the grade of Systems Analyst should be made by selection from among candidates possessing a Degree in Information Technology or Computer Science or Information Systems or any equivalent qualification acceptable to the Authority and who reckon at least two years' practical experience in system development, system analysis, database design and operation of a multi user system.**

18.16 Incumbent would be required, among others, to: develop, maintain and update software/web applications; update and maintain the GRA website; and assist users with day-to-day operational problems and coach hours on use of IT

System and Office tools to enhance productivity and perform daily tasks required to maintain the GRA system in proper operating condition such as database maintenance, backup and other related duties.

#### **Clerk/Word Processing Operator (New Grade)**

- 18.17 Appointment to the grade of Clerk/Word Processing Operator should be made by selection from candidates possessing a Cambridge Higher School Certificate or passes in at least two subjects obtained on one certificate at GCE 'A' Level or an alternative qualification acceptable. Candidates must have the ability in typewriting at a speed of at least 30 words per minute.**
- 18.18 Incumbent would be required, among others, to: perform clerical duties and take down dictation; carry out word processing and computer/data processing work; update information in the computer system; and to operate telefax and e-mail services.

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#### **SALARY SCHEHDULE**

- GRA 1 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475**  
Office Assistant
- GRA 2 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**  
Clerk/Word Processing Officer (New Grade)
- GRA 3 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**  
Management Support Officer  
*formerly Officer (General Services)*
- GRA 4 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**  
Confidential Secretary
- GRA 5 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**  
Legal Affairs Officer (New Grade)  
Public Relations/Responsible Gambling Officer (New Grade)  
Systems Analyst (New Grade)

**18. GAMBLING REGULATORY AUTHORITY (Contd)**

**GRA 6 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**

Auditor (New Grade)

**GRA 7 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**

Information System Officer

