

22. GAMBLING REGULATORY AUTHORITY

- 22.1 The Gambling Regulatory Authority (GRA) which is administered and managed by a Board, is a body corporate established under the provision of the Gambling Regulatory Authority Act 2007. As a regulatory body, the Authority is responsible mainly for the issue of gambling licences and collection of license fees from stakeholders. To this end, the activities of the GRA are organised under nine functional Divisions viz Gambling Inspectorate; Gambling Licensing; Integrity and Compliance; Horse-Racing; IT; Prosecution and Legal; Communication and Responsible Gambling; Administration and HR; and Finance. Each Division has its own specificity, responsibility and contribution towards the achievement of the Authority's goals.
- 22.2 As provided in its Act, the responsibility for the execution of the policy of the Board and the control and management of the day-to-day business of the Authority is vested upon the Chief Executive. He is supported in his tasks by staff belonging to the professional, technical, general services and workmen's grades.
- 22.3 In the last review, the structure of the Authority was reinforced through the creation of additional levels and the grade of Officer (General Services) was restyled with a view to aligning the job appellation with similar grades in the Parastatal Bodies as well as to better reflect the nature of duties befalling on the incumbent. Subsequent to the publication of the 2016 PRB Report, a few functional grades which justified the operational requirements, have been created on an *ad hoc* basis and the Bureau provided the respective salary.
- 22.4 For this review exercise, the representations pertain mainly to restyling the core grades as well as provision of 70% duty free facilities and grant of uniform allowance to officers in the grade of Gambling Regulator and Investigator. During consultations, Management was apprised that the Bureau could not accede to requests for restyling where it is found to have grading implications or no nexus with the duties and responsibilities associated with the posts. On the issue of duty-free facilities, parties were informed that the organisation should participate in the survey on Travelling and Car Benefits. They were equally informed that request for uniform allowance should be submitted to the Standing Committee on Uniforms set up at the level of the Ministry of Public Service, Administrative and Institutional Reforms.
- 22.5 The present organisation structure is adequate to enable the GRA meet its objectives. Nevertheless, we are in this Report, creating the grade of Human Resource Officer/Senior Human Resource Officer to provide support in the Administration and HR Division while restyling the grade of Public Relations/Responsible Gambling Officer to better reflect the duties and responsibilities.

Human Resource Officer/Senior Human Resource Officer (New Grade)

- 22.6 After the publication of the last PRB Report, a grade of Human Resource Management Officer was created on an *ad hoc* basis to shoulder all human resource functions. Thereafter, the grade of Administrative and Human Resource Manager was created,

against abolition of the former grade, to absorb the Secretary of ex-Lottery Committee who had been redeployed at the Authority.

- 22.7 The Bureau has been apprised that, with the expanded role of the GRA, there is an imperative need to reinstate the grade of Human Resource Management Officer to assist the Administrative and HR Manager in the formulation and implementation of HR strategies and to ensure the efficient functioning of the Division.
- 22.8 During consultation, the Bureau reiterated its stand regarding the abolition of the grade of Human Resource Management Officer in view of the fact that there is major overlapping of duties with the grade of Administrative and HR Manager. Management was, however, advised that a grade of Human Resource Officer/Senior Human Resource Officer may instead be created to which they subscribed. We are making recommendation to that effect.

Recommendation 1

- 22.9 We recommend the creation of a grade of Human Resource Officer/Senior Human Resource Officer. Appointment to the grade, the duties to be performed and the provision for movement beyond top salary should be in line with the recommendations made in the Introductory Chapter of this Volume.**

Communication and Responsible Gambling Officer formerly Public Relations/Responsible Gambling Officer

- 22.10 It has been submitted that the appellation of the grade of Public Relations/Responsible Gambling Officer should be reviewed as it is not in consonance with the duties performed and responsibilities shouldered by incumbent. A scrutiny of the Job Description Questionnaire justified the proposal and hence, we are restyling the grade to a more appropriate job title.

Recommendation 2

- 22.11 We recommend that the grade of Public Relations/Responsible Gambling Officer be restyled Communication and Responsible Gambling Officer.**

Abolition of grade

- 22.12 The grade of Administrative and Human Resource Manager was created on the establishment of the GRA on an *ad hoc* basis, in October 2018, to absorb the Secretary of the ex-Lottery Committee, against abolition of the grade of Human Resource Management Officer as there was major overlapping of duties between the two grades. **We are, therefore, abolishing the grade of Human Resource Management Officer.**

22. GAMBLING REGULATORY AUTHORITY

SALARY SCHEHDULE

- GRA 1 : Rs 10250 x 175 - 10775 x 200 - 11775 x 205 - 12595 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21150**
General Worker (Ex- Lottery Committee) (Personal)
- GRA 2 : Rs 14725 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 25525**
Office Assistant
- GRA 3 : Rs 15745 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225**
Driver/Office Attendant (on Roster)
Driver/Office Attendant (on Roster) (Ex-Lottery Committee) (Personal)
- GRA 4 : Rs 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 29875**
Receptionist/Telephone Operator
- GRA 5 : Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825**
Clerk/Word Processing Operator
formerly Clerk/Word Processing Officer
- GRA 6 : Rs 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450**
Management Support Officer
- GRA 7 : Rs 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**
Confidential Secretary
- GRA 8 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**
Procurement and Supply Officer
- GRA 9 : Rs 23025 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 44800**
Office Management Assistant

22. GAMBLING REGULATORY AUTHORITY (Contd)

- GRA 10 : Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100**
Human Resource Officer/Senior Human Resource Officer (New Grade)
- GRA 11 : Rs 23950 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 41250 QB 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900**
Accounting Technician
- GRA 12 : Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**
Administrative Secretary
Anti-Money Laundering Officer
Betting Analyst
Gambling Regulator and Investigator
Legal Affairs Officer
- GRA 13 : Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**
Anti-Doping and Equine Regulator and Investigator
Communication and Responsible Gambling Officer
formerly Public Relations/Responsible Gambling Officer
Systems Analyst
- GRA 14 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**
Accountant
Auditor
- GRA 15 : Rs 31525 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**
Administrative and Human Resource Manager
- GRA 16 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**
Information System Officer
- GRA 17 : Rs 44800 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 73800**
Chief Gambling Regulator and Investigator
Lead Anti-Money Laundering Officer
Manager, Information Technology

22. GAMBLING REGULATORY AUTHORITY (Contd)

GRA 18 : Rs 110125

Chief Executive



