

Personal licences – regulatory decisions

There are three types of personal licence which are currently used in the gambling industry. These are:

Personal Management Licence (PML)

Applies to **all sectors of the gambling industry** and is held by people occupying management positions in charge of overall strategy and delivery of gambling operations, financial planning, control and budgeting, marketing and commercial development, regulatory compliance and gambling-related IT provision and security.

Personal Functional Licence (PFL)

Applies to the **casino industry only**, for individuals who perform any function which enables them to influence the outcome of gambling relating to the receiving or paying of money in connection with gambling. This licence is specific to the person who is granted it.

Section 19 holder

Applies to the **bingo and casino industries only**. Under the Gaming Act 1968, people applied for a pink, red, white or grey licence. These will expire on 31 December 2009 and are specific to the premises the person works on, so they also expire if the person moves premises.

The Commission has the power to apply the following sanctions to personal licences, following review:

- warning
- imposing additional conditions or amending existing ones
- financial penalty (only in the event a licence condition is breached)
- suspension
- revocation.

The regulatory sanctions are set out below, in date order.

Licence Holder	Licence type	Decision	Date of decision	Details of decision
Mr Neil Chinn	PML	Warning	22 November 2011	The Regulatory Panel decided to issue a formal warning to Mr Neil Chinn, who is the holder of a Personal Management Licence. Mr Chinn was the PML holder with primary responsibility for compliance at Minmar (929) Limited ("Minmar") until his resignation on 18th February 2011. The Panel found that Mr Chinn had failed fully and properly to fulfil his responsibilities as a PML holder in respect of his role as head of gambling regulatory compliance and was responsible (with others) for a failure to exercise adequate control and governance over Minmar and for Minmar's failure to comply in a number of respects with the Commission's Code of Practice provisions on information requirements. The Panel also found that Mr Chinn had failed to act with due care, skill and diligence in bringing to the Commission's attention concerns regarding matters about which the Commission could reasonably have expected to have been told.
Ms Zoe McKoy	PFL	Revoked	9 November 2011	A Commission Director decided to revoke the Personal Functional Licence issued to Ms Zoe McKoy under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that she was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that the Licensee had been dismissed for gross misconduct following allegations of cheating. In addition the Licensee breached a condition of her licence by failing to inform the Commission of this.
Ms Lynne Fricker	PFL	Revoked	25 November 2011	A Commission Director decided to revoke the Personal Functional Licence issued to Ms Lynne Fricker under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that she was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that the Licensee admitted to theft and had been dismissed for gross misconduct. In addition the Licensee breached a condition of her licence by failing to inform the Commission of this.
Mr Daryl Boothroyd	PFL	Revoked	9 November 2011	A Commission Director decided to revoke the Personal Functional Licence issued to Mr Daryl Boothroyd under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that the Mr Boothroyd breached a licence condition and showed a lack of integrity through his actions surrounding the misappropriation of £200.
Mr Mohammed Sameer Suhail	PFL	Warning	13 October 2011	The Regulatory Panel decided to issue a formal warning to Mr Mohammed Sameer Suhail, holder of a Personal Functional licence issued under section 74 of the Gambling Act 2005 as applied by section 128. The Panel's reason was that Mr Suhail was found to have failed to follow company procedures which led to a financial loss to his employer and his dismissal for gross misconduct. The Licensee also failed to inform the Commission of his dismissal.

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Mr Wayne Mark Peter Bennett	PFL	Revoked	23 November 2011	A Commission Director decided to revoke the Personal Functional Licence issued to Mr Wayne Mark Peter Bennett under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that the Licensee had been convicted of Rape and Assault
Mr Scott John Paterson	PFL	Revoked	2 November 2011	A Commission Director decided to revoke the Personal Functional Licence issued to Mr Scott John Paterson under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that the Licensee had been convicted of theft.
Mr Lindon Latham	PFL	Revoked	12 October 2011	A Commission Director decided to revoke the Personal Functional Licence issued to Mr Lindon Latham under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Directors reason was that there was evidence that the Licensee had colluded with a customer and plead guilty to charges of fraud.
Ms Leanne Tyson	PFL	Revoked	10 October 2011	A Commission Director decided to revoke the Personal Functional Licence issued to Ms Leanne Tyson under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Directors reason was that the Licensee had made a false declaration in relation to her criminal convictions when applying for her Personal Functional Licence. The Licensee also failed to inform the Commission of her dismissal for gross misconduct.
Mr Shaun Armstrong	PFL	Revoked	5 October 2011	A Commission Director decided to revoke the Personal Functional Licence issued to Mr Shaun Armstrong under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Directors reason was that there was evidence that the Licensee failed to follow company procedures in relation to cash bets and failing to call 'no more bets' 'late bet' or 'no bet' which resulted in an indication of collusion with a customer.

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Mr Peter Fisher	PFL	Revoked	24 August 2011	A Commission Director decided to revoke the Personal Functional Licence issued to Mr Peter Fisher under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Directors reason was that there was evidence of dishonesty. In addition, the Licensee failed to inform the Commission of his resignation from his position with his employer, therefore breaching a condition of his licence.
Mr Ricky Taylor	PFL	Revoked	19 July 2011	A Commission Director decided to revoke the Personal Functional licence issued to Mr Ricky Taylor under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that the circumstances indicate dishonesty over a period of days and on individual occasions. In addition, the Licensee had been dismissed for gross misconduct and breached a condition of his licence by failing to inform the Commission of this.
Mr Christopher Lane	PFL	Revoked	11 July 2011	A Commission Director decided to revoke the Personal Functional licence issued to Mr Christopher Lane under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that the Licensee had been convicted of theft.
Mr Dean Hayes	PFL	Revoked	11 July 2011	A Commission Director decided to revoke the Personal Functional licence issued to Mr Dean Hayes under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that the Licensee had received a police caution for theft.
Mr Stephen Kerr	PFL	Revoked	11 July 2011	A Commission Director decided to revoke the Personal Functional licence issued to Mr Stephen Kerr under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that he found that the Licensee had failed to follow company procedures in relation to dealing and fraternisation with customers. In addition the Licensee failed to cooperate with the review.

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Mr Lascelles Gabriel	PFL	Revoked	7 June 2011	A Commission Director decided to revoke the Personal Functional licence issued to Mr Lascelles Gabriel under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that Mr Gabriel admitted to fraud and had breached a licence condition by failing to notify the Commission of his dismissal for gross misconduct.
Mr Jason Green	PFL	Warned	7 June 2011	A Commission Director decided to issue a formal warning to Mr Jason Green, holder of a Personal Functional licence issued under section 74 of the Gambling Act 2005 as applied by section 128. The Director's reason was that Mr Green was found to have failed to follow company procedures which led to a financial loss to his employer and his dismissal for gross misconduct and breached a licence condition through failing to notify the Commission of a change of address.
Mr Kai Cassemis	PFL	Revoked	7 June 2011	A Commission Director decided to revoke the Personal Functional licence issued to Mr Kai Cassemis under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that Cassemis had admitted to stealing vouchers that belonged to a colleague and had breached a licence condition by failing to notify the Commission of his dismissal for gross misconduct.
Mr Paul Ford	PML	Revoked	26 May 2011	The Regulatory Panel decided to revoke the Personal Management licence issued to Mr Paul Ford under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Panel's reason was that they found that Mr Ford had failed to follow company procedures and had, on the balance of probabilities, stolen money belonging to his employer.
Mr Adrian Ballard	PML	Warned	25 May 2011	A Commission Director decided to issue a formal warning to Mr Adrian Ballard, holder of a Personal Management licence issued under section 74 of the Gambling Act 2005 as applied by section 128. The Director's reason was that Mr Ballard had allowed his children into casino premises.

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Mr Jonathan Cox	PFL	Warned	13 May 2011	A Commission Director decided to issue a formal warning to Mr Jonathan Cox, holder of a Personal Functional licence issued under section 74 of the Gambling Act 2005 as applied by section 128. The Director's reason was that Mr Cox was found to have failed to follow company procedures which led to a financial loss to his employer and his dismissal for gross misconduct.
Mr Alistair Simmers	PFL	Revoked	6 April 2011	A Commission Director decided to revoke the Personal Functional licence issued to Mr Alistair Simmers under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that Mr Simmers was unsuitable to be licensed, having been convicted of a number of offences, having breached a licence condition and having shown a lack of integrity through failing to notify his employer of the full circumstances regarding his court appearances.
Mrs Laura Sawkill	PFL	Revoked	6 April 2011	A Commission Director decided to revoke the Personal Functional licence issued to Mrs Laura Sawkill under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that she was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that Mrs Sawkill was unsuitable to be licensed having breached a licence condition and by showing a lack of integrity through her actions surrounding the misappropriation of £200.
Mr Malcolm Courtney	PML	Revoked	22 March 2011	A Commission Director decided to revoke the Personal Management licence issued to Mr Malcolm Courtney under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that Mr Courtney was unsuitable to be licensed, having been cautioned for theft and having breached a licence condition.
Mr John Robinson	PFL	Revoked	27 January 2011	A Commission Director decided to revoke the Personal Functional licence issued to Mr John Robinson under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that Mr Robinson had demonstrated his unsuitability to be licensed, having been found to have failed to follow company procedures and through breaching a licence condition.

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Mr Christopher Davies	PFL	Revoked	27 January 2011	A Commission Director decided to revoke the Personal Functional licence issued to Mr Christopher Davies under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that Mr Davies had demonstrated his unsuitability to be licensed, having been convicted of a relevant offence, namely Assault Occasioning Actual Bodily Harm, and through breaching a licence condition.
Mr Gary Johnson	PFL	Revoked	27 January 2011	A Commission Director decided to revoke the Personal Functional licence issued to Mr Gary Johnson under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that Mr Johnson had demonstrated his unsuitability to be licensed, having been found to have failed to follow company procedures and through breaching a licence condition.
Mr Stephen Wilkins	PFL	Revoked	25 January 2011	A Commission Director decided to revoke the Personal Functional licence issued to Mr Stephen Wilkins under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that Mr Wilkins had demonstrated his unsuitability to be licensed, having received a caution for theft and through breaching a licence condition.
Ms Toni Murrow-Smith	PFL	Revoked	25 January 2011	A Commission Director decided to revoke the Personal Functional licence issued to Ms Murrow-Smith under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that she was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that Ms Murrow-Smith had demonstrated her unsuitability to be licensed, having admitted taking monies belonging to her employer (which was later returned) and through breaching a licence condition.
Mr Gary Parsons	PFL	Warned	25 January 2011	A Commission Director decided to issue a formal warning to Mr Gary Parsons, holder of a Personal Functional licence issued under section 74 of the Gambling Act 2005 as applied by section 128. The Director's reason was that he found that Mr Parsons had failed to follow company procedures which led to a break down in trust from his employer.

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Miss Elisabeth Fish	PFL	Warned	6 January 2011	A Commission Director decided to issue a formal warning to Miss Elisabeth Fish, holder of a Personal Functional licence issued under section 74 of the Gambling Act 2005 as applied by section 128. The Director's reason was that he found that Miss Fish had failed to follow company procedures which led to a break down in trust from her employer.
Mr Christopher Swainston	PFL	Warned	18 November 2010	A Commission Director decided to issue a formal warning to Mr Christopher Swainston, holder of a Personal Functional licence issued under section 74 of the Gambling Act 2005 as applied by section 128. The Director's reason was that he found that Mr Swainston had breached his employer's trust by taking money without consent but took account of the explanation given for doing so; the fact that he disclosed to his employer that he had taken the money and intended to repay it and the relatively small amount involved.
Mr Andrew Hayler	PML	Revoked	8 November 2010	A Commission Director decided to revoke the Personal Functional licence issued to Mr Andrew Hayler under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that Mr Hayler had demonstrated his unsuitability to be licensed, having been found to have demonstrated gross negligence in performing his duties which led to a loss of monies by his employer and through breaching a licence condition.
Mr Wesley Davies	PFL	Revoked	28 October 2010	A Commission Director decided to revoke the Personal Functional licence issued to Mr Wesley Davies under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that Mr Davies had demonstrated his unsuitability to be licensed, having been found to have cheated at Blackjack.
Mr Giovanni Bricchi	PFL	Revoked	28 October 2010	A Commission Director decided to revoke the Personal Functional licence issued to Mr Giovanni Bricchi under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Director's reason was that Mr Bricchi had demonstrated his unsuitability to be licensed, having received a police caution for theft and through breaching two licence conditions.

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Mr Fergus John Carnegie	PFL	Revoked	19 October 2010	Commission officials decided to revoke the Personal Functional licence issued to Mr Fergus John Carnegie under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The officials' reason was that Mr Carnegie had received a criminal caution for theft and breached a licence condition.
Mr Piotr Wypych	PFL	Revoked	19 October 2010	Commission officials decided to revoke the Personal Functional licence issued to Mr Piotr Wypych under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The officials' reason was that Mr Wypych had been convicted of the offence of possession of an imitation firearm with intent to cause fear or violence.
Ms Melissa Gilbert	PFL	Revoked	24 August 2010	Commission officials decided to revoke the Personal Functional licence issued to Ms Melissa Gilbert under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that she was unsuitable to carry on the licensed activities permitted by that licence. The officials' reason was that Ms Gilbert had admitted to overpaying customers on a number of occasions and breached two licence conditions.
Mr Fabian Santamaria	PFL	Warned	28 July 2010	Commission officials resolved to issue a formal warning to Mr Fabian Santamaria, holder of a Personal Functional licence issued under section 74 of the Gambling Act 2005 as applied by section 128. The officials' reason was that Mr Santamaria had been convicted of affray.
Mr Darren Tature	PML	Revoked	28 July 2010	The Regulatory Panel decided to revoke the Personal Management licence issued to Mr Darren Tature under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Panel's reason was that they found that Mr Tature breached a licence condition and, on the balance of probabilities, had stolen money belonging to his employer.

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Mr Paul Antonides	PML	Revoked	28 July 2010	The Regulatory Panel decided to revoke the Personal Management licence issued to Mr Paul Antonides under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Panel's reason was that they found that Mr Antonides had, on the balance of probabilities, stolen money belonging to his employer.
Mr Scott Shilabeer	PFL	Revoked	2 July 2010	Commission officials decided to revoke the Personal Functional licence issued to Mr Scott Shilabeer under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The officials' reason was that Mr Shilabeer was found to have added points to a customer's loyalty account, contrary to his employer's interests.
Mr Ashley Irving	PFL	Revoked	1 July 2010	Commission officials decided to revoke the Personal Functional licence issued to Mr Ashley Irving under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The officials' reason was that Mr Irving was found to have cheated during a game of roulette.
Mr Neil Roberts	PFL	Revoked	28 June 2010	Commission officials decided to revoke the Personal Functional licence issued to Mr Neil Roberts under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The officials' reason was that Mr Roberts had been convicted of theft.
Mr Darren Pattison	PFL	Revoked	21 June 2010	Commission officials decided to revoke the Personal Functional licence issued to Mr Darren Pattison under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The officials' reason was that Mr Pattison had been convicted of theft by employee.

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Mr Gabor Barna	PFL	Revoked	3 June 2010	The Regulatory Panel decided to revoke the Personal Functional licence issued to Mr Gabor Barna under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Panel's reason was that they found that Mr Barna had admitted to a serious breach of his employer's trust.
Ms Caron Smith	PML	Revoked	3 June 2010	The Regulatory Panel decided to revoke the Personal Management licence issued to Ms Caron Smith under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that she was unsuitable to carry on the licensed activities permitted by that licence. The Panel's reason was that they found that Ms Smith had admitted breaching company policies and, on the balance of probabilities, had taken money from gaming machines belonging to her employer.
Mr Adrian Skrzypczak	PFL	Revoked	25 May 2010	Commission officials decided to revoke the Personal Functional licence issued to Mr Adrian Skrzypczak under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The officials' reason was that Mr Skrzypczak received a criminal caution for conspiracy to defraud.
Mr Freed Chaudhari	PML	Revoked	25 March 2010	The Regulatory Panel decided to revoke the Personal Management licence issued to Mr Freed Chaudhari under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Panel's reason was that they found that Mr Chaudhari had abused his management position to benefit himself financially, in breach of his employer's trust.
Mr Richard Gibney	PML	Revoked	25 March 2010	The Regulatory Panel decided to revoke the Personal Management licence issued to Mr Richard Gibney under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Panel's reason was that they found that Mr Gibney had abused his management position to benefit himself financially, in breach of his employer's trust.

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Mr Trevor Pearce	PML	Revoked	25 March 2010	The Regulatory Panel decided to revoke the Personal Management licence issued to Mr Trevor Pearce under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Panel's reason was that Mr Pearce had been convicted of a relevant offence, namely theft.
Mr Craig Tattersley	PFL	Revoked	23 March 2010	Commission officials decided to revoke the Personal Functional licence issued to Mr Craig Tattersley under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The officials' reason was that they found Mr Tattersley to have colluded with customers in breach of his employer's trust.
Mr Robert Woodmore	PML	Revoked	28 January 2010	The Regulatory Panel decided to revoke the Personal Management licence issued to Mr Robert Woodmore under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Panel's reason was that they found that Mr Woodmore had abused his management position to benefit himself financially, in breach of his employer's trust.
Mr Jason Vincent	PFL	Revoked	5 January 2010	Commission officials decided to revoke the Personal Functional licence issued to Mr Jason Vincent under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The officials' reason was that Mr Vincent admitted to adding large amounts of points to two customers' loyalty cards, contrary to his employer's interests.
Mr Dean Smith	PFL	Warned	29 December 2009	Commission officials resolved to issue a formal warning to Mr Dean Smith. The officials' reason was that Mr Smith had admitted to stealing 2 x £5 gaming chips when on a social visit to a casino whilst under the influence of alcohol.

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Mr Kevin McGuire	PFL	Revoked	29 December 2009	Commission officials decided to revoke the Personal Functional licence issued to Mr Kevin McGuire under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The officials' reason was that Mr McGuire had been convicted of embezzlement.
Mr Jamie Longstaff	PML	Revoked	10 December 2009	The Regulatory Panel decided to revoke the Personal Management licence issued to Mr Jamie Longstaff under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Panel's reason was that they found that Mr Longstaff had abused his management position to benefit himself financially, in breach of his employer's trust.
Mr Rian Punter	S19	Warned	2 December 2009	Commission officials resolved to issue a formal warning to Mr Rian Punter. The officials' reason was that Mr Punter had been cautioned for the possession of a class C drug and a class A drug.
Mr Alan Gamban	PML	Warned	8 October 2009	Commission officials resolved to issue a formal warning to Mr Alan Gamban. The officials' reason was that Mr Gamban had taken an unauthorised loan from his employer.
Miss Gillian Farrell	PFL	Warned	1 October 2009	Commission officials resolved to issue a formal warning to Miss Gillian Farrell. The officials' reason was that Miss Farrell had been convicted of a number of motoring offences.

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Ms Tammie Brown	S19	Revoked	13 September 2009	Commission officials decided to revoke the certificate of approval issued to Ms Tammie Brown under section 19 of the Gaming Act 1968 on the grounds that she was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Ms Brown was convicted of a relevant offence, namely theft.
Mr Simon Gilchrist	S19	Revoked	13 September 2009	Commission officials decided to revoke the certificate of approval issued to Mr Simon Gilchrist under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Mr Gilchrist received a warning letter from the Procurator Fiscal's Office for theft.
Mr Akos Kovats	S19	Revoked	10 September 2009	The Regulatory Panel decided to revoke the certificate of approval issued to Mr Akos Kovats under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by that certificate. The Panel's reason was that Mr Kovats had been convicted of a relevant offence, namely theft.
Mr Sean Raynor	S19	Revoked	17 August 2009	Commission officials decided to revoke the certificate of approval issued to Mr Sean Raynor under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the activities permitted by that certificate. The officials' reason was that Mr Raynor was convicted of a relevant offence, namely supplying a class C controlled drug.
Mr Keith Richardson	S19	Revoked	14 July 2009	Commission officials decided to revoke the certificate of approval issued to Mr Keith Richardson under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Mr Richardson had been dismissed by his employers following allegations of theft, which the officials were satisfied had been proven.

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Mr Peter Binnie	S19	Revoked	14 July 2009	Commission officials decided to revoke the certificate of approval issued to Mr Peter Binnie under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Mr Binnie was convicted of a relevant offence, namely theft.
Mr Philippe Gioux	PFL	Revoked	2 July 2009	The Regulatory Panel decided to revoke the Personal Functional licence issued to Mr Philippe Gioux under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Panel's reason was that Mr Gioux was dismissed by his employer following allegations of cheating and colluding with a customer, which the Panel were satisfied had been proven.
Mr Petr Vondracek	PFL	Warned	30 June 2009	Commission officials resolved to issue a formal warning to Mr Petr Vondracek. The officials' reason was that Mr Vondracek had been dismissed from his employer for stealing foodstuffs from the casino's kitchen, constituting gross misconduct.
Mr Steven Warrilow	PML	Revoked	25 June 2009	The Regulatory Panel decided to revoke the Personal Management licence issued to Mr Steven Warrilow under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Panel's reasons were that they found that Mr Warrilow had been in possession of a number of forged twenty pound notes and had attempted to pass one of these at the bar of a casino; test a casino dealer with a forged note and attempt to pay for a taxi with a forged note.
Mr Bradley Callus	S19	Warned	23 June 2009	Commission officials resolved to issue a formal warning to Mr Bradley Callus. The officials' reason was that Mr Callus had been dismissed from his employer for removing a pack of playing cards without obtaining prior permission, constituting gross misconduct.

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Mr Matthew Fish	S19	Revoked	17 June 2009	Commission officials decided to revoke the certificate of approval issued to Mr Matthew Fish under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Mr Fish had been dismissed by his employers following allegations of theft, allegations which the officials were satisfied had been proven.
Mr Jack Locker	S19	Warned	9 June 2009	Commission officials resolved to issue a formal warning to Mr Jack Locker. The officials' reason was that Mr Locker had interfered with the gaming when on a social visit to a casino.
Mr Christopher Percival	S19	Warned	9 June 2009	Commission officials resolved to issue a formal warning to Mr Christopher Percival. The officials' reason was that Mr Percival had interfered with the gaming when on a social visit to a casino.
Mr Darius Packo	S19	Warned	9 June 2009	Commission officials resolved to issue a formal warning to Mr Darius Packo. The officials' reason was that Mr Packo had failed to follow company procedures.
Miss Nikita Burns	PFL	Revoked	28 May 2009	The Regulatory Panel decided to revoke the Personal Functional licence issued to Miss Nikita Burns under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that she was unsuitable to carry on the licensed activities permitted by that licence. The Panel's reason was that Miss Burns was dismissed by her employer following allegations that she had intended to take money belonging to her employer off the casino premises, which the Panel were satisfied had been proven.

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Mr Wojciech Slewczuk	S19	Revoked	15 May 2009	Commission officials decided to revoke the certificate of approval issued to Mr Wojciech Slewczuk under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Mr Slewczuk had falsified records and breached the trust of his employer.
Ms Chermel Louise Jones	S19	Revoked	15 May 2009	Commission officials decided to revoke the certificate of approval issued to Ms Chermel Jones under section 19 of the Gaming Act 1968 on the grounds that she was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Ms Jones had received a police caution for the offence of fraud by abuse of position of trust.
Ms Alison Anderson	S19	Revoked	15 May 2009	Commission officials decided to revoke the certificate of approval issued to Ms Alison Anderson under section 19 of the Gaming Act 1968 on the grounds that she was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Ms Anderson had acted in a manner not befitting a licensee when attending a casino socially.
Mr Graeme Alan Magee	S19	Revoked	10 May 2009	Commission officials decided to revoke the certificate of approval issued to Mr Graeme Magee under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Mr Magee was convicted of a relevant offence, namely theft.
Mr Kyle Brown	S19	Revoked	1 May 2009	Commission officials decided to revoke the certificate of approval issued to Mr Kyle Brown under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Mr Brown was convicted of a relevant offence, namely theft.
Mr Hiten Jethwa	S19	Revoked	21 April 2009	Commission officials decided to revoke the certificate of approval issued to Mr Hiten Jethwa under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Mr Jethwa had colluded with customers to defraud his employers.

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Mr Ntandoyenkosi Mpofu	S19	Warned	21 April 2009	Commission officials resolved to issue a formal warning to Mr Ntandoyenkosi Mpofu. The officials' reasons were that Mr Mpofu had attempted to interfere with the gaming when on a social visit to a casino.
Ms Nicola Hall	S19	Revoked	20 April 2009	Commission officials decided to revoke the certificate of approval issued to Ms Nicola Hall under section 19 of the Gaming Act 1968 on the grounds that she was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Ms Hall had colluded with a customer and breached the trust of her employers.
Mr Wayne Eley	S19	Revoked	16 April 2009	Commission officials decided to revoke the certificate of approval issued to Mr Wayne Eley under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Mr Eley was convicted of assault.
Mr Jeremy Morris	PML	Condition attached	2 April 2009	The Regulatory Panel resolved to attach a condition to the Personal Management Licence issued to Mr Morris under section 74 of the Gambling Act 2005 as applied by section 128 . The Panel's reason was that he showed an awareness of his previous failings and offered a number of mitigating circumstances.
Mr Robert Parkes	S19	Warned	1 April 2009	Commission officials resolved to issue a formal warning to Mr Robert Parkes. The officials' reasons were that Mr Parkes was convicted of Common Assault and a Public Order Offence.
Ms Siobhan Kelly	S19	Warned	1 April 2009	Commission officials resolved to issue a formal warning to Ms Siobhan Kelly. The officials' reasons were that Ms Kelly received criminal cautions for the possession of controlled drugs.

Licence Holder	Licence type	Decision	Date of decision	Details of decision
Mr Simon Alexander Chambers	S19	Revoked	26 March 2009	Commission officials decided to revoke the certificate of approval issued to Mr Simon Chambers under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Mr Chambers was convicted of a relevant offence, namely theft.
Mr Stewart Martin McKie	S19	Revoked	26 March 2009	Commission officials decided to revoke the certificate of approval issued to Mr Stewart McKie under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Mr McKie had falsified records and breached the trust of his employer.
Mr Kevin Jamie Akerman	S19	Revoked	26 March 2009	Commission officials decided to revoke the certificate of approval issued to Mr Kevin Akerman under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Mr Akerman was convicted of a relevant offence, namely theft.
Mr Colin Ricalton	S19	Revoked	14 March 2009	Commission officials decided to revoke the certificate of approval issued to Mr Colin Ricalton under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Mr Ricalton had been convicted of theft.
Mr David Clarke	S19	Revoked	14 March 2009	Commission officials decided to revoke the certificate of approval issued to Mr David Clarke under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Mr Clarke had been convicted of theft.
Mr Carl Todner	S19	Revoked	12 March 2009	Commission officials decided to revoke the certificate of approval issued to Mr Carl Todner under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by his certificate. The officials' reason was that Mr Todner was dismissed by his former employer following allegations of colluding with a customer and assisting them to cheat, which the officials were satisfied had been proven.

Licence Holder	Licence type	Decision	Date of decision	Details of decision
Mr Thomas O'Conner	S19	Warned	26 February 2009	Commission officials resolved to issue a formal warning to Mr Thomas O'Conner. The officials' reasons were that Mr O'Conner had acted in a manner not befitting a licence holder and had been convicted of common assault.
Mr Michael Henry	PML	Warned and Conditions attached	26 February 2009	The Regulatory Panel resolved to attach two conditions to the Personal Management Licence issued to Mr Henry under section 74 of the Gambling Act 2005 as applied by section 128 and issue a formal warning. The Panel's reason was that he had acted in a manner not befitting a licence holder but maintained the confidence of his employer and had no previous regulatory action taken against him.
Ms Caroline Watkins	PML	Warned	17 February 2009	Commission officials resolved to issue a formal warning to Ms Caroline Watkins. The officials' reasons were that Ms Watkins was convicted of Assault Occasioning Actual Bodily Harm.
Mr Thomas Mason	S19	Warned	17 February 2009	Commission officials resolved to issue a formal warning to Mr Thomas Mason. The officials' reasons were that Mr Mason was dismissed by his employer following an allegation of attempted theft.
Mr Andrejs Hohlovs	S19	Revoked	5 February 2009	Commission officials decided to revoke the certificate of approval issued to Mr Andrejs Hohlovs under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Mr Hohlovs was convicted of manslaughter.
Mr Dominic Adams	PFL	Revoked	5 February 2009	The Regulatory Panel decided to revoke the Personal Functional Licence issued to Mr Dominic Adams under section 74 of the Gambling Act 2005 as applied by section 128 on the grounds that he was unsuitable to carry on the licensed activities permitted by that licence. The Panel's reason was that Mr Adams was dismissed by his former employer following allegations of dishonesty, which the Panel were satisfied had been proven.

Licence Holder	Licence type	Decision	Date of decision	Details of decision
Mr Filip Levai	S19	Revoked	5 February 2009	Commission officials decided to revoke the certificates of approval issued to Mr Filip Levai under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by those certificates. The officials' reason was that Mr Levai was alleged to have cheated at two games of Roulette, which the officials were satisfied had been proven.
Mr Karl Bland	S19	Revoked	5 February 2009	Commission officials decided to revoke the certificate of approval issued to Mr Karl Bland under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by that certificate. The officials' reason was that Mr Bland was dismissed by his employer following allegations of theft, which the officials were satisfied had been proven.
Mr Patrick Livingstone	S19	Revoked	5 February 2009	Commission officials decided to revoke the certificates of approval issued to Mr Patrick Livingstone under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by those certificates. The officials' reason was that Mr Livingstone was dismissed by his former employer following allegations of dishonesty, which the officials were satisfied had been proven.
Mr Scott Smith	S19	Revoked	5 February 2009	Commission officials decided to revoke the certificates of approval issued to Mr Scott Smith under section 19 of the Gaming Act 1968 on the grounds that he was unsuitable to carry on the licensed activities permitted by those certificates. The officials' reason was that Mr Smith was dismissed by his former employer following allegations of dishonesty, which the officials were satisfied had been proven.
Ms Helen Walker	S19	Revoked	5 February 2009	Commission officials decided to revoke the certificates of approval issued to Ms Helen Walker under section 19 of the Gaming Act 1968 on the grounds that she was unsuitable to carry on the licensed activities permitted by those certificates. The officials' reason was that Ms Walker had been convicted of theft.
Mr Andrew Sadikeen	PFL	Conditions attached	29 January 2009	The Regulatory Panel resolved to attach conditions to the Personal Functional Licence issued to Mr Sadikeen under section 74 of the Gambling Act 2005 as applied by section 128. The Panel's reason was that Mr Sadikeen retained the confidence of his employer and satisfied the Panel that he did not pose a risk to the Licensing Objectives.

Licence Holder	Licence type	Decision	Date of decision	Details of decision
Mr Benn Warren	S19	Warned	28 January 2009	Commission officials resolved to issue a formal warning to Mr Benn Warren. The Commission's reasons were that Mr Warren was alleged to have received a cash chip from a casino customer, known to him through his place of employment, whilst gaming at another casino. Officials were satisfied this had been proven.