

Personal licences – regulatory decisions

There are two 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.

The Gambling 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
Izak Cronje	PML	Warning	19 November 2018	<p>Following a licence review, the Commission decided that it was appropriate to issue Mr Izak Cronje with a warning under section 117(1)(a) of the Gambling Act 2005.</p> <p>The reason for this decision was because, as a Personal Management Licence holder responsible for overall management and direction at Daub Alderney Limited (Daub), Mr Cronje failed to ensure Daub:</p> <ul style="list-style-type: none"> • complied with the requirement to complete a risk assessment as required by Licence condition 12.1.1 - Anti-money laundering - Prevention of money laundering and terrorist financing; • had appropriate policies, procedures and controls to prevent money laundering and terrorist financing in breach of Licence condition 12.1.1.2 and such policies, procedures and controls were implemented effectively, kept under review and revised appropriately in breach of Licence condition 12.1.1.3; • put into effect adequate anti-money laundering controls such that it complied with the Money Laundering Regulations 2007 and 2017 as required by the Licence condition attached to the licence on 1 November 2014 and Licence Condition 12.1.2 Anti money laundering measures for operators based in foreign jurisdictions; • complied with the requirements of social responsibility Code 3.4.1 Customer interaction code of practice issued under Section 24 Gambling Act 2005 to be treated as a Licence Condition, and; • complied with the requirement of social responsibility code SR code 6.1.1 to have a Complaints and disputes procedure issued under Section 24 Gambling Act 2005 to be treated as a Licence Condition <p>In reaching our decision we concluded that Mr Cronje was not solely accountable for the failings which were systemic within the business. Mr Cronje has been open and transparent throughout the engagement and has since Daub's corporate evaluation made a significant contribution to improving its regulatory compliance.</p>

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Pierre Mangion	PML	Warning	16 November 2018	<p>Following a licence review, the Commission decided that it was appropriate to issue Mr Pierre Mangion with a warning under section 117(1)(a) of the Gambling Act 2005.</p> <p>The Commission determined that Mr Mangion failed to comply with the general condition of his Personal management licence (PML), namely Part III, condition 1, suite of general conditions attached to his personal licence under 75 of the Act.</p> <p>The reason for this decision was because, as a Personal Management Licence holder and the Money Laundering Reporting Officer and Head of Regulatory Compliance at CZ Holdings Limited, Mr Mangion failed to ensure CZ Holdings Limited complied with the conditions attached to its operating licence, in particular:</p> <ul style="list-style-type: none"> • paragraphs 1,2 and 3 of the licence condition 12.1.1 (Anti-money laundering – prevention of money laundering and terrorist financing) • the individual licence condition attached to its operating licence on 1 November 2014 to comply with the Money Laundering Regulations as amended. • paragraph 1 of the licence condition 12.1.2 - Anti money laundering measures for operators based in foreign jurisdictions • social responsibility Code 3.4.1 - Customer interaction code of practice issued under Section 24 Gambling Act 2005 to be treated as a Licence Condition by virtue of section 82(1) of the Act. <p>As a result, Mr Mangion breached Licence Condition 1 of his personal management licence, contained at Part 3 of the Licence conditions and codes of practice.</p> <p>In reaching our decision we concluded that Mr Mangion was not solely accountable for the failings which were systemic within the business. Mr Mangion has been open and transparent throughout the engagement and has, since CZ Holdings' July 2017 compliance assessment, contributed to improving its regulatory compliance and in addition undertaken training in respect of developing his knowledge.</p>

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Oscar Simonsson	PML	Warning	15 November 2018	<p>Following a licence review, the Commission decided that it was appropriate to issue Mr Oscar Simonsson with a warning under section 117(1)(a) of the Gambling Act 2005.</p> <p>The reason for this decision was because, as a Personal Management Licence holder and the Chief Executive Officer at Casumo Services Limited (Casumo), Mr Simonsson failed to:</p> <ul style="list-style-type: none"> ensure that Casumo complied with the requirement to complete a risk assessment as required by Licence condition 12.1.1(1) - Anti-money laundering - Prevention of money laundering and terrorist financing ensure that Casumo had appropriate policies, procedures and controls to prevent money laundering and terrorist financing in breach of Licence condition 12.1.1(2) ensure that such policies, procedures and controls were implemented effectively, kept under review and revised appropriately in breach of Licence condition 12.1.1(3) ensure that Casumo had and put into effect adequate anti-money laundering controls that complied with the Money Laundering Regulations 2007 and 2017 as required by the Licence condition attached to the licence on 1 November 2014 and Licence Condition 12.1.2 Anti money laundering measures for operators based in foreign jurisdictions that Casumo complied with the requirement to comply with social responsibility Code 3.4.1, Customer interaction code of practice issued under Section 24 Gambling Act 2005 to be treated as a Licence Condition. <p>As a result, Mr Simonsson breached Licence Condition 1 of his personal management licence, contained at Part 3 of the Licence conditions and codes of practice.</p> <p>We should make it clear that we do not hold Mr Simonsson solely accountable for the failings which were systemic within the business. Mr Simonsson has been open, transparent and co-operative throughout the engagement and has since Casumo's assessment pro-actively put remedial provisions in place to mitigate the risk to the licensing objectives.</p>

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Luca Giacalone	PFL	Revoked	14 November 2018	<p>Following a licence review, the Commission decided to revoke the Personal Functional Licence issued to Mr Luca Giacalone under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> • The Licensee had been dismissed for gross misconduct, due to the theft of personal property • The Licensee had breached a condition of his licence in failing to notify the Commission of two key events, namely the imposition of a disciplinary sanction, and change of address.
David Klepp	PFL	Revoked	29 October 2018	<p>Following a licence review the Commission determined to revoke the Personal Management Licence issued to David Klepp under the provisions of section 119 of the Gambling Act 2005 on the grounds that he was unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> • Whilst employed as a Duty Manager at a casino, the Licensee failed to follow the casino's procedures regarding customer threshold limits and then attempted to falsify casino records. • The Licensee breached a condition of his licence, in that he failed to notify the Commission within five working days of a key event, namely his resignation following commencement of disciplinary proceedings in respect of gross misconduct.

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Philip Trevor Nunn	PML	Warning	8 October 2018	<p>Following a licence review, the Commission decided that it was appropriate to issue Mr Philip Nunn with a warning under section 117(1)(a) of the Gambling Act 2005.</p> <p>The reason for this decision was because as a Personal Management Licence holder, responsible for Casino management, at Grosvenor Casino (GC) Limited (Grosvenor) he failed to take all reasonable steps to ensure that the way in which he carried out his responsibilities in relation to licensed activities did not place Grosvenor in breach of their licence, in particular:</p> <ul style="list-style-type: none"> social responsibility code provision 3.5.1 (Self-exclusion) and social responsibility code provision 3.4.1 (Customer interaction). Compliance with a social responsibility code provision is a condition of the operating licence by section 82(1) of the Act. <p>In reaching our decision we concluded that Mr Nunn was not solely accountable for the failings which related to the management of a VIP customer. Mr Nunn has been open and transparent throughout the engagement and has since this issue developed his knowledge of the Commission's compliance requirements.</p>
Darren Antony Glover	PFL	Revoked	21 August 2018	<p>Following the conduct of a licence review, the Commission decided to revoke the Personal Functional Licence issued to Darren Glover under the provisions of section 119 of the Gambling Act 2005 on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> When working in a licensable role, whilst at work just before midnight on 30 January 2018, the Licensee was on duty covering the Reception Desk. At this time, the Licensee was observed on CCTV behind the reception counter. The Licensee was seen to keep bending down as if to reach for something on the bottom shelf of the reception desk. This was where the tip-box was kept, and it was thought the Licensee was handling this box in some way. The Licensee was seen that same night by management, searched and found in possession of cash including half of a £5 note with the other half subsequently being found inside the locked tip box. The Licensee failed to inform the Commission of his resignation following the commencement of disciplinary proceedings in respect of gross misconduct.

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Thomas Mathieu Salvador	PFL	Revoked	20 August 2018	<p>Following a licence review the Commission determined to revoke the Personal Functional Licence issued to Thomas Salvador under the provisions of section 119 of the Act on the grounds that he was considered an unsuitable person to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> • Whilst employed as a dealer at Aspers Casino (Stratford) London, the Licensee colluded and cheated with the same customer on at least three separate occasions resulting in the customer incorrectly receiving £1410. This brings into question the honesty and integrity of the Licensee. The Licensee was subsequently dismissed from his position at the Casino for gross misconduct. • The Licensee breached conditions of his licence by failing to inform the Commission of his dismissal following a disciplinary investigation for gross misconduct and also for failing to inform the Commission of a change in residential address.

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Poovadee Palaniandy	PML	Warning	20 August 2018	<p>Following a licence review, the Commission decided that it was appropriate to issue Ms Poovadee Palaniandy with a warning under section 117(1)(a) of the Gambling Act 2005.</p> <p>The reason for this decision was because, as a Personal Management Licence holder and the Money Laundering Reporting Officer at Daub Alderney Limited (Daub), Ms Palaniandy failed to ensure Daub:</p> <ul style="list-style-type: none"> • complied with the requirement to complete a risk assessment as required by Licence condition 12.1.1 - Anti-money laundering - Prevention of money laundering and terrorist financing; • had appropriate policies, procedures and controls to prevent money laundering and terrorist financing in breach of Licence condition 12.1.1.2 and such policies, procedures and controls were implemented effectively, kept under review and revised appropriately in breach of Licence condition 12.1.1.3. • put into effect adequate anti-money laundering controls such that it complied with the Money Laundering Regulations 2007 and 2017 as required by the Licence condition attached to the licence on 1 November 2014 and Licence Condition 12.1.2 Anti money laundering measures for operators based in foreign jurisdictions; • complied with the requirements of social responsibility Code 3.4.1 Customer interaction code of practice issued under Section 24 Gambling Act 2005 to be treated as a Licence Condition, and; • complied with the requirement of social responsibility code SR code 6.1.1 to have a Complaints and disputes procedure issued under Section 24 Gambling Act 2005 to be treated as a Licence Condition <p>In reaching our decision we concluded that Ms Palaniandy was not solely accountable for the failings which were systemic within the business. Ms Palaniandy has been open and transparent throughout the engagement and has since Daub's corporate evaluation made a significant contribution to improving its regulatory compliance and in addition undertaken training in respect of developing her knowledge of the Commission compliance requirements.</p>

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Matthew Borg Manche	PML	Warning	16 August 2018	<p>Following a licence review, the Commission decided that it was appropriate to issue Mr Matthew Borg Manche with a warning under section 117(1)(a) of the Gambling Act 2005.</p> <p>The reason for this decision was because, as a Personal Management Licence holder and the Money Laundering Reporting Officer at Casumo Services Limited (Casumo), Mr Borg Manche failed to:</p> <ul style="list-style-type: none"> ensure that Casumo complied with the requirement to complete a risk assessment as required by Licence condition 12.1.1(1) - Anti-money laundering - Prevention of money laundering and terrorist financing ensure that Casumo had appropriate policies, procedures and controls to prevent money laundering and terrorist financing in breach of Licence condition 12.1.1(2) ensure that such policies, procedures and controls were implemented effectively, kept under review and revised appropriately in breach of Licence condition 12.1.1(3) ensure that Casumo had and put into effect adequate anti-money laundering controls that complied with the Money Laundering Regulations 2007 and 2017 as required by the Licence condition attached to the licence on 1 November 2014 and Licence Condition 12.1.2 Anti money laundering measures for operators based in foreign jurisdictions that Casumo complied with the requirement to comply with social responsibility Code 3.4.1. Customer interaction code of practice issued under Section 24 Gambling Act 2005 to be treated as a Licence Condition. <p>We should make it clear that we do not hold Mr Borg Manche solely accountable for the failings which were systemic within the business. Mr Borg Manche has been open, transparent and co-operative throughout the engagement and has since Casumo's assessment pro-actively put remedial provisions in place to mitigate the risk to the licensing objectives.</p>

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Jack Don White	PFL	Revoked	14 August 2018	<p>Following the conduct of a licence review, the Commission decided to revoke the Personal Management Licence issued to Jack Don White under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> • Whilst employed at the casino on 28 January 2018 the licensee fraudulently awarded 30000 customer loyalty points (equivalent to £300) each onto 3 customer accounts which was later converted by yourself into £900 cash obtained via the cash desk at the casino. • The licensee failed to inform the Commission of his resignation following the commencement of disciplinary proceedings in respect of gross misconduct.
Dumitru-Romeo Simionescu	PFL	Revoked	13 August 2018	<p>Following the conduct of a licence review, the Commission decided to revoke the Personal Functional Licence issued to Dumitru-Romeo Simionescu, under the provisions of section 119 of the Gambling Act 2005 on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> • the Licensee behaved dishonestly, in that he colluded with a customer of the casino, resulting in the theft of £9,610 from the casino • the Licensee also breached a condition attached to personal licences under section 75 of the Gambling Act 2005, in that he failed to notify the Commission of his change of address

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Cosmin Maris	PFL	Revoked	8 August 2018	<p>Following a licence review the Commission determined to revoke the Personal Functional Licence issued to Cosmin Maris under the provisions of section 119 of the Act on the grounds that he was considered an unsuitable person to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ol style="list-style-type: none"> 1. On 20th January 2018 the Licensee failed to act with integrity, openness and transparency whilst completing his Personal Functional Licence maintenance document. 2. On 5th April 2018 the Licensee was convicted of a Schedule 7 offence and received an 8-month prison sentence suspended for two years. There are a number of conditions attached to this sentence. This matter was not related to the Licensee's licensed employment. 3. The Licensee has breached condition 3 of his licence in a number of ways namely: <ul style="list-style-type: none"> • in January 2018 he failed to inform the Commission he was subject of an ongoing criminal investigation • failed to inform the Commission that he had pleaded guilty to the offences on 8th March 2018, • resigned from his position as a croupier on 21 March 2018 for gross misconduct and failed to notify the Commission of this until 3rd April 2018, • sentenced at the Crown Court on 5th April 2018 and failed to notify the Commission of this.

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Luca La Croce	PFL	Revoked	3 August 2018	<p>Following a licence review the Commission determined to revoke the Personal Functional Licence issued to Luca La Croce under the provisions of section 119 of the Act on the grounds that he was considered an unsuitable person to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> On 27 March 2018 whilst employed as a croupier at Aspers Casino Newcastle upon Tyne the Licensee visited the Genting Casino Newcastle upon Tyne and attempted to cheat whilst playing at a roulette table. This was reported to the Licensee's employer and subsequently led to the Licensee's dismissal for gross misconduct. The Licensee breached conditions of his licence by failing to inform the Commission of his dismissal following a disciplinary investigation for gross misconduct and also by failing to inform the Commission of a change in residential address.
Mohammed Nadeem	PFL	Revoked	10 July 2018	<p>Following a licence review, the Commission decided to revoke the Personal Functional Licence issued to Mr Mohammed Nadeem under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence. The Commission found that:</p> <ul style="list-style-type: none"> The Licensee was convicted of the criminal offence of Conspiracy to Defraud. This offence is listed in Schedule 7 Relevant Offences of the Gambling Act 2005. The Licensee breached conditions of his licence by failing to inform the Commission that he was the subject of a criminal investigation and of his subsequent conviction.

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Georgi Belchev Ivanov	PFL	Revoked	31 May 2018	<p>Following a licence review the Commission determined to revoke the Personal Functional Licence issued to Mr Georgi Belchev Ivanov under the provisions of section 119 of the Act on the grounds that he was unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> whilst employed in a casino, he colluded with a customer by performing multiple cheat moves allowing them to gain a significant advantage in the game and enabling them to obtain financial gain the Licensee breached conditions of his licence by failing to inform the Commission of his dismissal following a disciplinary investigation for gross misconduct and failed to inform the Commission that he was subject of a criminal investigation which is listed under Schedule 7 Relevant Offences of the Gambling Act 2005.
Razvan Vemesan	PFL	Revoked	31 May 2018	<p>Following a licence review the Commission determined to revoke the Personal Functional Licence issued to Razvan Vermesan under the provisions of section 119 of the Act on the grounds that he was considered an unsuitable person to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> whilst working at Grosvenor Casino as a croupier, the Licensee credited loyalty points which had not been earned to a customers' loyalty card when the customer was not present in the Casino. His actions were dishonest. the Licensee breached conditions of his licence by failing to inform the Commission of his resignation during a disciplinary investigation for gross misconduct.

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Nicholas Phillips	PFL	Revoked	15 May 2018	<p>Following a licence review the Commission determined to revoke the personal functional licence issued to Nicholas Phillips under the provisions of section 19 of the Gambling Act 2005 on the grounds that he was unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> whilst employed as a croupier in a casino he failed to inform management at the casino that he had been approached by a customer whose intention it was to defraud the company. He colluded with the customer, potentially placing company assets at risk the Licensee breached a condition of his licence in that he failed to notify the Commission within five working days of a key event, namely the imposition of a disciplinary sanction, dismissal for gross misconduct.
Jan Lysak	PFL	Revoked	12 March 2018	<p>Following the conduct of a licence review, the Commission decided to revoke the Personal Functional Licence issued to Jan Lysak under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that,</p> <ul style="list-style-type: none"> whilst employed at a casino the Licensee stole items of food from the kitchens on a number of occasions. the Licensee also breached the conditions attached to personal licences under section 75 of the Gambling Act 2005, in that he failed to notify the Commission of his dismissal for gross misconduct.

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Robert Nathan Roe	PML	Revoked	13 February 2018	<p>Following the conduct of a licence review, the Commission decided to revoke the Personal Management Licence issued to Robert Nathan Roe under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> whilst employed at a casino the Licensee stole £30 from the staff tip box the Licensee also breached the conditions attached to personal licences under section 75 of the Gambling Act 2005, in that he failed to notify the Commission of his dismissal for gross misconduct.
Shane Andrew Staples	PFL	Revoked	11 January 2018	<p>Following the conduct of a licence review, the Commission decided to revoke the Personal Functional Licence issued to Mr Shane Andrew Staples under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> on 9 September 2017, whilst the Licensee was employed at a casino he stole a £10 cash tip.
Johan Gardey	PFL	Revoked	3 January 2018	<p>Following the conduct of a licence review, the Commission decided to revoke the Personal Functional Licence issued to Johan Gardey (the Licensee) under the provisions of section 119 of the Act on the grounds that he was unsuitable to carry on the licensed activities permitted by the licence. The Commission found that:</p> <ul style="list-style-type: none"> on or about 21 July, 2017, whilst employed as a casino dealer the Licensee stole two packs of playing cards the Licensee failed to inform the Commission of the imposition of a disciplinary sanction for gross misconduct and; the Licensee failed to inform the Commission of a change of address.

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Jane Jacques	PFL	Revoked	16 October 2017	<p>Following a licence review the Commission has decided to revoke the Personal Functional Licence issued to Jane Jacques under the provisions of section 119 of the Act on the grounds that she was unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> whilst employed as a gaming supervisor the licensee collected and retained amounts left in gaming machines by customers contrary to the casinos procedures. Her actions were dishonest, and an abuse of a position of trust the Licensee breached conditions of her licence by failing to inform the Commission of her resignation whilst under disciplinary investigation for gross misconduct.
Matthew Buchan	PML	Revoked	16 October 2017	<p>Following the conduct of a licence review, the Commission decided to revoke the Personal Management Licence issued to Matthew Buchan under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> whilst employed at a Casino the Licensee misrepresented slot promotional expenses. the Licensee awarded two particular customers approximately £500 worth of loyalty points that they had not earned and subsequently attempted to persuade cashiers to record these unearned awards against the name of other customers the Licensee's conduct was dishonest and an abuse of the trust placed in him by his employer.

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Amit Fansekar	PFL	Revoked	2 October 2017	<p>Following a licence review the Commission determined to revoke the Personal Functional Licence issued to Amit Fansekar under the provisions of section 119 of the Act on the grounds that he was unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> whilst employed as a croupier in a casino, he colluded with customers by performing multiple cheat moves allowing them to gain a significant advantage in the game and enabling them to obtain financial gain the Licensee breached conditions of his licence by failing to inform the Commission of his resignation whilst under disciplinary investigation for gross misconduct.
Cristian Jiang	PFL	Warning	29 August 2017	<p>Following a licence review, the Commission decided to issue a formal warning under section 117(1)(a) of the Gambling Act 2005 to Cristian Jiang, a Personal Functional Licence holder.</p> <p>The Commission noted that:</p> <ol style="list-style-type: none"> The Licensee breached a condition of his licence by failing to notify the Commission of a change of address. The licensee failed to follow his employer's policy in relation to fraternisation whilst working as a croupier in a casino resulting in his dismissal for gross misconduct. Mr Jiang breached a condition of his licence by failing to notify the Commission of his dismissal for gross misconduct.

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Richard Stephen Clark	PFL	Revoked	23 August 2017	<p>Following the conduct of a licence review, the Commission decided to revoke the Personal Functional Licence issued to Richard Stephen Clark under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that, whilst employed as a casino pit boss:</p> <ul style="list-style-type: none"> on 11 February 2017, he dishonestly made a false representation and intended by making a false representation to secure a financial gain for himself or another or cause loss to another, namely Genting Casinos on 11 February 2017, he stole property, namely a £5 Bank of England note, the property of Genting Casinos the Licensee also breached two conditions attached to his personal licence in that he failed to inform the Commission of the imposition of a disciplinary sanction against him, namely his dismissal for gross misconduct and failed to inform the Commission of his change of address.
Jason Drummond	PML	Revoked (had the Licensee not surrendered the licence)	22 August 2017	<p>On 16 May 2017, the Gambling Commission (the Commission) commenced a licence review of the Personal Management Licence (PML) issued to Mr Jason Drummond. On 20 July 2017, the Commission wrote to Mr Drummond to inform him that it was minded to revoke his PML on the grounds that Mr Drummond was no longer suitable to carry on the licensed activities. It was not necessary for the Commission to exercise its regulatory powers as the PML was surrendered. However, the Commission considered that had the PML not been surrendered it would have been revoked.</p> <p>The facts found included that Mr Drummond had been a PML holder at Gametech (UK) Limited ('Gametech') who held a Combined Remote Operating Licence. Gametech had breached licence conditions which included failing to report key events and the segregation of customer funds. At the time of his tenure as a PML Mr Drummond was aware that Gametech did not have adequate resources available for the purpose of carrying on the licensed activities. Mr Drummond allowed Gametech to use customer funds to cover its operating costs. When asked by the Commission about this activity Mr Drummond provided misleading information to us. In addition he also breached a condition of his licence requiring him to carry out responsibilities in relation to licensed activities in a way 'which does not place the holder of the operating or any relevant premises licence in breach of their licence conditions'.</p>

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Magda Paun	PFL	Revoked	3 August 2017	<p>The Commission decided to revoke the Personal Functional Licence issued to Magda Paun under the provisions of section 119 of the Act on the grounds that she was considered an unsuitable person to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> whilst working at Grosvenor Casino as a croupier, the Licensee credited loyalty points which had not been earned to her partner's loyalty card as a result, the Licensee accepted a police caution in respect of a Fraud Act 2006 offence the Licensee breached conditions of her licence by failing to inform the Commission of her resignation during a disciplinary investigation and failing to inform the Commission of a change of address.
Jaran Walters	PFL	Revoked	7 August 2017	<p>Following a licence review the Commission determined to revoke the Personal Functional Licence issued to Jaran Lindon Walters under the provision of section 119 of the Act on the grounds that he was unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> Whilst employed as a croupier at the Aspers Casino, Stratford the Licensee colluded with a customer to place bets after the game had been decided in American Roulette and thereby enabling financial gain. His actions amounted to theft and under section 42 of the Gambling Act 2005 is classed as cheating The Licensee breached conditions of his licence by failing to inform the Commission of his resignation whilst under disciplinary investigation for gross misconduct The Licensee failed to inform the Commission of a criminal investigation which is listed under Schedule 7 Relevant Offences of the Gambling Act 2005.

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Craig Herbert	PFL	Revoked	7 August 2017	<p>Following a licence review the Commission determined to revoke the Personal Functional Licence issued to Craig Simon Herbert under the provision of section 119 of the Act on the grounds that he was unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> • Whilst a customer at a casino, the Licensee colluded with a dealer to place bets on American Roulette after the game had been decided and thereby obtain a financial gain. The Licensee's actions amounted to theft and cheating • The Licensee breached a condition of his licence when he failed to inform the Commission that he was the subject of a criminal investigation.
Ryan Maher	PFL	Revoked	3 July 2017	<p>Following a licence review the Commission determined to revoke the Personal Functional Licence issued to Ryan Maher under the provisions of section 119 of the Act on the grounds that he was unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> • whilst working in a casino as a Card Room Supervisor the licensee stole money on three separate occasions and made efforts to disguise his actions. He acted dishonestly and abused the trust placed on him by his employer.
David Jamie Perry	PFL	Revoked	3 July 2017	<p>Following the conduct of a licence review, the Commission decided to revoke the Personal Functional Licence issued to David Jamie Perry under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> • on two separate occasions, whilst employed within the cash desk of a casino the Licensee initially stole cash totalling £1571.73 being the sum of staff tips at the casino, and on a further occasion stole £1000, the property of the casino • the Licensee also breached a mandatory condition attached to his personal licence in that he failed to inform the Commission of the imposition of a disciplinary sanction against him, namely his dismissal for gross misconduct.

Licence Holder	Licence type	Decision	Date of decision	Details of decision
Modestas Ribakovas	PFL	Revoked	6 June 2017	<p>Following a licence review the Commission determined to revoke the Personal Functional Licence issued to Modestas Ribakovas under the provisions of section 119 of the Act on the grounds that he was unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> whilst employed as a croupier the licensee inflated loyalty reward points for customers without the required stakes or game play and made false records of customer play. His actions were dishonest; the Licensee breached conditions of his licence by failing to inform the Commission of his resignation whilst under disciplinary investigation for gross misconduct.
Jose Luis Munoz Pina	PFL	Revoked	15 May 2017	<p>Following a licence review the Commission decided to revoke the Personal Functional Licence issued to Jose Luis Pina Munoz under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> whilst employed as a croupier the licensee colluded with a customer by interfering with the spin of the roulette ball. He was deemed to have performed a cheat move to steal money from the casino; the Licensee breached conditions of his licence by failing to inform the Commission of his resignation whilst under disciplinary investigation for gross misconduct and by failing to notify a change of address.

Licence Holder	Licence type	Decision	Date of decision	Details of decision
Lauren Clarke	PFL	Warning	20 March 2017	<p>Following a licence review, the Commission decided to issue a formal warning under section 117(1)(a) of the Gambling Act 2005 to Lauren Clarke, a Personal Functional Licence holder.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> • Whilst employed in a casino the Licensee accepted and retained a tip (gratuity) from a customer and failed to pay this into the casino tronc, contrary to the casino policy. • The Licensee breached a condition of their licence by failing to inform the Commission of their dismissal for gross misconduct.
Ben Alex Warrington	PFL	Revoked	1 March 2017	<p>The Commission decided to revoke the Personal Functional Licence issued to Mr Ben Alex Warrington under sections 119(1), 120(b) and 120(d) of the Gambling Act 2005 on the grounds that he breached a condition of his licence and was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> • the Licensee was dismissed for gross misconduct from his position at Grosvenor Casino, Leicester, on 26 September 2016. The reason for the dismissal was that, on more than one occasion, the Licensee stole items from a colleague's jacket in the rest room. He had also previously received a written warning in relation to fraternisation • the Licensee breached a condition attached to his licence by failing to notify the Commission of his dismissal for gross misconduct.

Licence Holder	Licence type	Decision	Date of decision	Details of decision
Craig Murray	PML	Warning with conditions attached	10 February 2017	<p>Following a licence review, the Commission decided that it was appropriate to issue Mr Craig Murray with a warning and impose a condition on his licence under section 117(1)(a) and (b) of the Gambling Act 2005.</p> <p>The reason for this decision was because, as a Personal Management Licence holder and the Money Laundering Reporting Officer at Park Lane Club London Limited:</p> <ul style="list-style-type: none"> Mr Murray failed to ensure that Park Lane Club London Limited had and put into effect adequate anti-money laundering controls such that it complied with the Money Laundering Regulations 2007; Mr Murray breached a condition of his licence by failing to keep himself informed of developments in Commission guidance relevant to his role; Mr Murray's suitability has been called into question as a consequence of the above failings. <p>The condition imposed requires Mr Murray to undertake annual refresher training in anti-money laundering and to be able to evidence this to the Commission.</p> <p>In reaching its view, the Commission took into account assurances received from Mr Murray that he has undertaken additional training in relation anti-money laundering, the fact that Mr Murray acknowledged that his approach to AML fell short of the standard that we would expect, and Mr Murray's ability to demonstrate to the Commission that his approach to anti-money laundering had improved prior to any intervention from the Commission.</p>

Licence Holder	Licence type	Decision	Date of decision	Details of decision
Robert Walker	PML	Warning with conditions attached	10 February 2017	<p>Following a licence review, the Commission decided that it was appropriate to issue Mr Robert Walker with a warning and impose a condition on his licence under section 117(1)(a) and (b) of the Gambling Act 2005.</p> <p>The reason for this decision was because, as a Personal Management Licence holder and the Managing Director at Park Lane Club London Limited:</p> <ul style="list-style-type: none"> • Mr Walker failed to ensure that Park Lane Club London Limited had and put into effect adequate anti-money laundering controls such that it complied with the Money Laundering Regulations 2007; • Mr Walker failed to exercise control and oversight over Park Lane Club London Limited which led to bad debts and inadequate customer interaction; • Mr Walker breached a condition of his licence by failing to keep himself informed of developments in Commission guidance relevant to his role • Mr Walker's suitability has been called into question as a consequence of the above failings. <p>The condition imposed requires Mr Walker to undertake annual refresher training in anti-money laundering and to be able to evidence this to the Commission.</p> <p>In reaching its view, the Commission took into account assurances received from Mr Walker that he has undertaken additional training in relation anti-money laundering and Mr Walker's ability to demonstrate to the Commission that his approach to anti-money laundering had improved prior to any intervention from the Commission.</p>
Matthew Thomas Comby	PFL	Warning	16 December 2016	<p>The Commission decided to issue a formal warning under section 117(1)(a) of the Gambling Act 2005 to Matthew Thomas Comby, a Personal Functional Licence holder.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> • the Licensee was convicted of a Schedule 7 offence of wounding and that, on 11 November 2015 a suspended prison term of 12 months was imposed. This matter was not related to the Licensee's licensed employment; • the Licensee breached a condition of his licence by failing to inform the Commission of his conviction.

Licence Holder	Licence type	Decision	Date of decision	Details of decision
Mohamed Mahmoud Yehia Ahmed El Sayed	PFL	Revoked	8 November 2016	<p>The Commission decided to revoke the Personal Functional Licence issued to Mr Mohamed Mahmoud Yehia Ahmed El Sayed under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> the Licensee provided a Belgium passport as part of his licence maintenance application; this document was later examined and identified as not a genuine document; On May 23 2016, the Licensee was arrested and subsequently charged with two offences relating to the possession of the false passport; the Licensee breached a condition of his licence by failing to inform the Commission of the investigation.
Fergus Carmichael	PFL	Revoked	9 August 2016	<p>The Commission decided to revoke the Personal Functional Licence issued to Mr Fergus Carmichael under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> the Licensee, whilst employed as a croupier at the Grosvenor Merchant City Casino, Glasgow, dishonestly colluded with a customer, enabling that customer to gain an advantage from the method and procedures by which he conducted a game, resulting in significant loss to the company; the Licensee breached a condition of his licence by failing to inform the Commission of his dismissal.

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Sianne Wardle	PFL	Revoked	29 July 2016	<p>The Commission decided to revoke the Personal Functional Licence issued to Miss Sianne Wardle under the provisions of section 119 of the Act on the grounds that she was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> the Licensee, whilst employed at Genting Casino, Nottingham, dishonestly claimed petty cash expenses the Licensee breached a condition of her licence by failing to inform the Commission of her dismissal for gross misconduct.
David Kay	PML	Revoked	18 July 2016	<p>The Commission decided to revoke the Personal Management Licence issued to Mr David Kay under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> the Licensee, whilst employed at London Clubs (Caesars Entertainments) Rendezvous Casino, Southend, dishonestly took money from gaming machines in excess of £28,000 the Licensee breached a condition of his licence by failing to inform the Commission of his dismissal for gross misconduct.
Robiul Alom Matin	PFL	Revoked	14 July 2016	<p>The Commission decided to revoke the Personal Functional Licence issued to Mr Rabiul Alom Matin under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> on at least two occasions within a 1-day period, whilst working on the roulette tables at Aspers Stratford City Casino, the Licensee committed acts of theft; the Licensee breached a condition of his licence by failing to inform the Commission of his resignation following the commencement of disciplinary proceedings for gross misconduct, in time or at all.

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Waseem Perveiz	PFL	Revoked	6 July 2016	<p>The Commission decided to revoke the Personal Functional Licence issued to Waseem Perveiz under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> on 9 and 10 November 2015, the Licensee, whilst employed as a dealer at Aspers Casino, Westfield Stratford City, dishonestly colluded with others to enable or assist another to cheat at gambling. His actions culminated in a financial loss to the casino in the sum of £2000. the Licensee breached conditions of his licence by failing to inform the Commission of his dismissal and change of address.
Richard Andrew O'Neill	PFL	Revoked	5 July 2016	<p>The Commission decided to revoke the Personal Functional Licence issued to Richard Andrew O'Neill under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> the Licensee had been convicted of serious criminal offences, namely, sexual assault on a female (by penetration) and sexual assault (intentionally touching a female) contrary to sections 2 and 3 of the Sexual Offences Act 2003. These are offences listed in Schedule 7 of the Gambling Act 2005. the Licensee also breached a condition of his licence by failing to notify the Commission of the occurrence of a Key Event as soon as reasonably practicable and, in any case, within five working days of him becoming aware of the event occurring. In this case, the licensee failed to notify the Commission of his arrest, conviction and dismissal for gross misconduct, all of which are events which should have been reported.

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Andrew Scott Wilson	PFL	Revoked	15 June 2016	<p>The Commission decided to revoke the Personal Functional Licence issued to Mr Andrew Scott Wilson under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> the Licensee stole property from his employer whilst acting in a licensed capacity; due to the Licensee's conduct, he was cautioned by the Police for theft; the Licensee breached a condition of his licence by failing to inform the Commission of his dismissal for gross misconduct.
Sergej Kiricenko	PML	Revoked	18 May 2016	<p>The Commission decided to revoke the Personal Management Licence issued to Mr Sergej Kiricenko under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> the Licensee had, whilst working at the Palace Casino in Great Yarmouth as General Manager, on a number of occasions, taken alcoholic drinks from the bar, which he was not authorised to take the Licensee was aware that two assistant manager were taking alcoholic drinks that they were not authorised to take and did not prevent this or report the matter to anyone the Licensee breached a condition of his licence by failing to inform the Commission of his change of address.

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Gintaras Svilpa	PML	Revoked	18 May 2016	<p>The Commission decided to revoke the Personal Management Licence issued to Mr Gintaras Svilpa under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> the Licensee had, whilst working at the Palace Casino in Great Yarmouth as General Manager, on a number of occasions, taken alcoholic drinks from the bar, which he was not authorised to take the licensee breached a condition of his licence under section 75 of the Gambling Act 2005 by failing to notify the Commission of his change of address within five working days or as soon as reasonably practicable after he was aware.
Konstantin Beniusis	PML	Revoked	18 May 2016	<p>The Commission decided to revoke the Personal Management Licence issued to Mr Konstantin Beniusis under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> the Licensee had, whilst working at the Palace Casino in Great Yarmouth as General Manager, on a number of occasions, taken alcoholic drinks from the bar, which he was not authorised to take the licensee breached a condition of his licence under section 75 of the Gambling Act 2005 by failing to notify the Commission of his change of address within five working days or as soon as reasonably practicable after he was aware

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Stuart Paul Brown	PFL	Revoked	19 April 2016	<p>The Commission decided to revoke the Personal Functional Licence issued to Mr Stuart Paul Brown under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence and had failed to co-operate with the review.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> the Licensee had failed to follow fundamental casino employment policies in relation to the acceptance of tips and gifts from customers and the possession of personal cash on the gaming floor, capable of undermining fair and open gambling; the Licensee had failed to co-operate with the review in that he did not engage further with the Commission as requested, following receipt of his representations.
Eduard Haralambie Kepert	PFL	Revoked	3 March 2016	<p>The Commission decided to revoke the Personal Functional licence issued to Mr Eduard Haralambie Kepert under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> the Licensee admitted that on 18 July 2015 whilst at the Hippodrome Casino, London, as a customer, he committed two cheat moves by moving his stake to a winning position after the game had ended and a further cheat in that he took back a chip after losing a bet the Licensee breached a condition of his licence by failing to notify the Commission of the disciplinary sanction, including dismissal, for gross misconduct the Licensee breached a condition of his licence by failing to notify the Commission of a change of address.

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Ella Mudd	PFL	Revoked	2 February 2016	<p>The Commission decided to revoke the Personal Functional licence issued to Ms Ella Mudd under the provisions of section 119 of the Act on the grounds that she was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> - the Licensee failed to notify the Commission of a change of address on two occasions and failed to notify the Commission of a number of convictions before a court, including offences under Schedule 7 of the Act - five of these convictions, in 2013 and 2014 whilst she held her licence, were for offences involving dishonesty i.e. theft and handling stolen goods. The Commission considers that there are grounds to question the Licensee's suitability as she has acted dishonestly on many occasions. Whilst these instances were not directly related to licensed activity, they do bring into question her integrity - the Licensee did initially engage with the Commission's Investigation Manager but has latterly been slow to respond and, since early December, has failed to respond at all to our communications - the Licensee intimated that she had an offer of employment which would ultimately lead to gaining a position in a licensed capacity. However, enquiries made by the investigating officer revealed that this was not actually the case.
Melvin Ronald Rowland	PFL	Revoked	4 January 2016	<p>The Commission decided to revoke the Personal Functional licence issued to Mr Melvin Ronald Rowland under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission noted that:</p> <ul style="list-style-type: none"> - Between 5 June and 7 June 2015, whilst working at Alea Casino, Nottingham, the Licensee colluded with a customer, paying out losing bets whilst dealing Casino War. In one incident, the Licensee swapped his card with the customer in order to give him a winning hand. These actions resulted in a significant financial loss to the casino. - The Licensee breached a condition of his licence by failing to inform the Commission of his dismissal.

Licence Holder	Licence type	Decision	Date of decision	Details of decision
Anthony Donald Dobbs	PFL	Revoked	21 December 2015	<p>The Commission decided to revoke the Personal Functional licence issued to Mr Anthony Donald Dobbs under the provisions of section 119 of the Act on the grounds that he was considered unsuitable to carry on the licensed activities permitted by the licence.</p> <p>The Commission found that:</p> <ul style="list-style-type: none"> - The Licensee was suspected of colluding with a customer enabling that customer to gain an advantage from the method and procedures by which a game of three card poker was dealt. The Licensee's actions resulted in a significant loss to the company. - The Licensee breached a condition of his licence by failing to notify the Commission of a disciplinary sanction.