



RESPONSIBLE GAMBLING CODE OF CONDUCT

English

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GAMESURE
A division of Leigh Barrett & Associates

Responsible Gambling Code of Conduct

1. Some Definitions

- “Act” means the *Gambling Regulation Act 2003* (current version);
- “Code” means this specific Responsible Gambling Code of Conduct;
- “EGM” means electronic gaming machine;
- “EFT” means the electronic funds transfer facility potentially made available by Sub-Branches for EGM payouts;
- “ICRP” means the Independent Complaints Resolution Process;
- “Ministerial Standards” means the mandated Responsible Gambling poster, signage and standards required by the Act;
- “Minor” means a person under the age of eighteen (18) years;
- “Nominated person” means the person appointed in accordance with clause 9 who may be responsible for providing information about the Code to patrons during all times in which the Sub-Branch is delivering gambling products and services;
- “Patrons” means customers, members and visitors of the Sub-Branch;
- “PID” means player information display on EGM screens;
- “Responsible Gambling Officer” means the person responsible for the administration of the Code and ICRP at the Sub-Branch at any time;
- “Responsible Gambling Incident Register” or RGIR means the register maintained by the Sub-Branch in which the Sub-Branch records the information required under the Code and may simultaneously contain the Responsible Alcohol Incident Register;
- “Review form” means the form(s) required to be completed annually by the Sub-Branch in accordance with clause 18 of this Code;
- “RSL” means the Victorian Branch of the Returned and Services League of Australia;
- “Sub-Branch” means a currently registered Sub-Branch of the RSL;
- “The Act” means the Victorian *Gambling Regulation Act 2003* (current version);
- “The Regulations” means the *Victorian Gambling Regulations 2015* (current version).

2. Responsible Gambling Message

A Sub-Branch has a duty to take all reasonable steps to prevent and minimise harm from the operation of gaming machines in the approved Sub-Branch premises, including by monitoring the welfare of gaming machine players, discouraging intensive and prolonged gaming machine play and intervening when a person is displaying behaviour that is consistent with gambling harm.

This Sub-Branch will provide the highest standards of customer care and responsible service of gambling to all our patrons and will display the following responsible gambling message at the cashier’s desk/station and/or entrance to the gaming room so that it is clearly visible wherever the Sub-Branch provides electronic gaming machine (EGM) products:

This Sub-Branch is committed to the wellbeing of its patrons, employees and the wider community in which it operates. It strives to deliver all its services in a responsible and sustainable manner providing the means for our patrons to have informed choices and to exercise a rational and sensible informed choice based on their personal and individual circumstances. As part of this commitment, the Sub-Branch has adopted a comprehensive Responsible Gambling Code of Conduct and a Self-Exclusion Program, and will provide the necessary resources, both financial and human, to support the proper operation and fulfilment of the Code at these premises.

Our Code describes how we do this and continue to provide gambling services in a socially rewarding, enjoyable and responsive manner.

3. Preparation of the Code

The Code has been prepared on our behalf by Leigh Barrett & Associates Pty Ltd and has been made readily available for adoption and integration into our gaming business operations. It is a straightforward document and has been written in such a manner as to enable a ready understanding by our patrons and a simple interpretation and explanation by and for our staff. It has been written in plain English and presented in such a way as to be accessible to all our patrons, including those from culturally and linguistically diverse backgrounds.

4. Code Availability

A copy of the Code will be made available in written or electronic form to patrons upon request. A sign advising patrons of how to obtain a copy will be displayed at the gaming room entrance and/or the cashier's station in the gaming room.

The Code will also be available on the Sub-Branch's website (where available) including in various community languages which include Greek, Italian, Chinese, Vietnamese, Arabic, Turkish and Spanish.

The Sub-Branch will ensure that the Responsible Gambling Register is made readily available to any authorised person or VCGLR inspector upon request. Details of the contents of the Register are outlined in Section 10 of this Code.

5. Responsible Gambling Information

Under the Act and/or the Code, when the Sub-Branch is required to:

- provide information to patrons; and/or
- make information available to patrons; and/or
- display information;

The Sub-Branch will do so by:

- Displaying responsible gambling information in a wide range of forms, including information brochures, posters and Electronic Gaming Machine (EGM) on-screen Player Information Displays (PIDs), including information required by the Act and the Regulations;
- Having information brochures readily available for patrons to take away on their own initiative or upon request; and/or
- Making the information available on the Sub-Branch website (where available),
- (Whichever may be the most appropriate and effective).

The following information about responsible gambling will be made available to patrons;

- how to gamble responsibly;
- how to make and keep a pre-commitment decision; and
- restrictions that apply to the payment of winnings by cheque and the provision of credit or the lending of money for the purposes of gambling.

Further Responsible Gambling Information

This Sub-Branch provides patrons with further information regarding responsible gambling, including:

- How to access the Commonwealth Government's website 'Money Smart' www.moneysmart.gov.au (or similar government household budgeting website); and
- How gamblers and their families or friends can find gambling support services and self-exclusion programs and the State Government's responsible and problem gambling support website www.responsiblegambling.vic.gov.au

In circumstances where the Sub-Branch has a website links to the above mentioned website will be displayed on the Sub-Branch's website.

6. **Gambling Product Information**

The rules for each Electronic Gaming Machine (EGM) game, including the chances of winning, are available by going to the Player Information Display (PID) screens on the EGM.

Information on how to view the PID screens is available from any gaming staff member and/or by reading the Player Information Display (PID) brochure, available within the gaming room.

7. **Self-exclusion Program**

This Sub-Branch provides a self-exclusion program. For information about the program, patrons may speak with the responsible gambling officer or nominated person or pick up a copy of the self-exclusion brochure displayed.

8. **Customer Loyalty Scheme Information**

Whenever a customer loyalty scheme (as defined by the Act) is periodically offered by this Sub-Branch a brochure will be made available to patrons detailing the appropriate information about the particular customer loyalty scheme available to participants.

This information will include the rules of the loyalty scheme including how and when rewards accrue, expire and are redeemed. Self-excluded persons may not join or remain in any loyalty scheme. All written communications to members of the loyalty scheme will include the following statement:

It is strongly recommended that you set sensible limits on the time and money you spend gambling and that you remain within these limits. Please ask any of the gaming staff for assistance if you are having problems of any type with your gambling including setting and maintaining limits.

9. **Pre-commitment Strategy**

This Sub-Branch encourages patrons who play EGMs to set a time and money limit according to their individual circumstances.

Responsible gambling signage and brochures in the gaming room and on all EGMs will assist a customer make a pre-commitment decision in setting a limit and not exceeding that limit. Gaming staff members are required to be willing to discuss how to access help in setting and keeping to limits and to access help to identify triggers which lead to overspending on gambling.

The Sub-Branch will also make information available on any aspect of access to various gambling support services and/or the State Government website www.responsiblegambling.vic.gov.au to patrons, their families and their friends.

All EGMs at this Sub-Branch enable a player to track the time and amount of money spent during a session of play. Information on how to activate session tracking is available from Sub-Branch staff and also in the PID brochure available in the Sub-Branch. This information is available on each EGM to support a customer who has made or wishes to make a pre-commitment decision.

This Sub-Branch will comply with all regulations relating to pre-commitment with respect to the playing of gaming machines, including the Victorian YourPlay facility whereby patrons can set periodic limits on time and/or money spent on EGMs.

Further, every EGM in this Sub-Branch allows a patron to set time and money spend limits via the Victorian state-wide YourPlay pre-commitment system. Any patron can set such limits via the YourPlay kiosk at the Sub-Branch, by accessing the www.yourplay.com.au website or by asking for assistance from any EGM gaming staff member at the Sub-Branch.

10. **Interaction with Patrons**

10.1 **Communications with Gamblers**

The Sub-Branch is committed to ensuring that communications with patrons do not:

- a) Induce a person to enter or remain in a gaming machine area;
- b) Induce gaming machine play (with the exception of communication that forms part of a lawful loyalty scheme); or

- c) Reinforce or encourage fallacies or misconceptions about gaming machines, including but not limited to:
 - i. Telling a person that he or she can make money playing a gaming machine;
 - ii. Telling a person that a gaming machine or a gaming machine jackpot has or has not "paid", or that it is due to "pay" winnings;
 - iii. Discussing luck or superstitions;
 - iv. Telling a person that a "near miss" means the gaming machine is about to pay winnings;
 - v. Suggesting or encouraging the belief that a spin on a gaming machine is not independent of another spin on that gaming machine;
 - vi. Encourage or induce a person to engage in intensive or prolonged gaming machine play;
 - vii. Suggesting or encouraging the belief that there are strategies that a person can use to win when playing a gaming machine (for example, increasing or decreasing the amount bet per line or number of lines on which a bet is made); or
 - viii. Telling a person that he or she deserves to win.
- d) This Sub-branch takes all reasonable steps to ensure that communications with patrons discourage intensive and prolonged gaming machine play without suitable breaks from play.
- e) This Sub-Branch does not induce a patron to:
 - i. Withdraw money, or withdraw more money, from a cash facility: or
 - ii. Leave the Sub-Branch to obtain money, or obtain more money, to enable that patron to play, or continue to play, a gaming machine.
- f) Notwithstanding e) above, this Sub-Branch provides EFTPOS signage and responds to patrons' queries about the location of EFTPOS facilities when asked.
- g) This Sub-Branch may offer a person seated at or playing a gaming machine food or beverage, provided it is offered as part of an interaction with that person.

10.2 Signs of Distress

This Sub-Branch takes all reasonable steps to ensure the gaming machine area and entrances to the gaming room are monitored at all times that the gaming room is open for operation.

Further, this Sub-Branch takes all reasonable steps to ensure that patrons in the gaming room are regularly observed, to monitor potential behaviour that is consistent with gambling harm.

Interaction between staff and patrons is regarded by this Sub-Branch as an essential and integral element in the promotion of responsible gambling/customer care.

The staff at this Sub-Branch are committed to providing consistently high levels of customer service and customer care, including being constantly aware of their patrons' needs and the Sub-Branch's responsibility towards Responsible Gambling. Gaming staff receive Code training as part of their induction and subsequent refresher courses.

This Sub-Branch has a nominated Responsible Gambling Coordinator and all Gaming Duty Managers/Supervisors are nominated as Responsible Gambling Officers in the Sub-Branch. The Coordinator and Officers are aware of the responsibilities of the position, how to perform his or her duties and who is always available to manage any customer care/responsible gambling matter whenever the Sub-Branch is open.

All staff members are aware of who the nominated person is for each shift and a sign is displayed at the Cashier's station advising patrons that a Responsible Gambling Officer is available for assistance at all times.

Any person, who approaches a staff member for information about problem gambling services or shows any signs of having a problem with their gambling, will be directed to the Responsible Gambling Officer for personal assistance and any necessary action.

The Responsible Gambling Officers take all reasonable steps to:

- a) Monitor the gaming machine area and ensure compliance with the Act, regulations and this Code;
- b) Ensure that staff record responsible gambling incidents and interventions in the responsible gambling incident register;
- c) Observe customers who display behaviour that is consistent with gambling harm and provide assistance as necessary;
- d) Provide advice to staff about gambling harm and how to respond to signs of gambling harm; and
- e) Respond to customer enquiries and complaints about the supply of gambling in the approved Sub-Branch.

Any customer displaying signs of distress or unacceptable behaviour will be approached by the nominated person who will offer any assistance in a helpful manner and in strict confidence.

Unacceptable behaviour includes (but is not limited to):

- Aggression
 - Hitting a machine/buttons with undue force;
 - Shouting at the machine or other people in the gaming room;
 - Abusing staff and/or other patrons; and
 - Behaving in a threatening manner.
- Emotion
 - Crying anywhere in the Sub-Branch, including at an EGM;
 - Appearing extremely sad or depressed in the Sub-Branch;
 - Sweating abnormally whilst playing an EGM;
 - Appearing very agitated in the Sub-Branch; and
 - Continually complaining to staff.
- Withdrawn
 - Not responding to interaction by staff;
 - Not responding to occurrences in the Sub-Branch that would normally attract a customer's attention.
- Appearance
 - Attempting to wear a disguise in order not to be recognised; and
 - General reduction in hygiene/self care over time.
- Extended gambling
 - Playing EGMS at the Sub-Branch every day;
 - Playing EGMs continuously for a prolonged period without a break;
 - Has been asked to take a break and refuses to take a break away from the gaming machine area;
 - Playing multiple EGMs simultaneously;
 - Reserving one EGM in order to play another EGM; and
 - Not wanting to leave when the Sub-Branch is closing.
- Asking for money to gamble
 - Asking staff for the loan of money (for any purpose);
 - Asking other patrons for the loan of money (for any purpose); and
 - Attempting to sell goods or services in the Sub-Branch.

The process for interacting with such patrons includes measured assistance depending on case by case assessment by appropriate Sub-Branch staff including the nominated person. This interaction may take the form of:

- i. approaching the customer or visitor and attempting to engage the customer or visitor in social interaction;
- ii. encouraging the customer to consider food or beverage offers available at the Sub-Branch which would allow a break in play from the gaming machine;
- iii. offering the customer some complimentary refreshments (eg. cup of tea or coffee) in a quieter, more private part of the Sub-Branch where the customer can be provided with all the relevant information and access to support services, including self-exclusion and financial advice, in a confidential manner;
- iv. offering some other appropriate assistance including the use of a Sub-Branch telephone to contact family or a friend; and/or
- v. assisting the customer with transport arrangements in order to travel home.

Contacts with patrons by the Responsible Gambling Officer are recorded in the Responsible Gambling Incident Register and include details of action taken. The Sub-Branch provides training (including prescribed responsible service of gambling training, if any) for all employees who carry out nominated person duties. Nominated persons will be trained to know the indicators of problem gambling and the appropriate responses to problematic behaviour together with the requirements of the Australian Privacy Principles.

The content of this register is covered by the Privacy Act 1988 and the nominated person will ensure compliance with the Australian Privacy Principles.

Details to be included in the Register include:

- i. the date and time of the incident or matter;
- ii. the name(s) of the staff member(s) involved;
- iii. the name of the customer involved (if available or appropriate);
- iv. an outline or overview of the incident or matter;
- v. action taken by staff (eg: the provision of Gambler's Help / Self Exclusion information);
- vi. details of the customer's response to the intervention, if known; and
- vii. date and time the entry was recorded in the Responsible Gambling Incident Register.

The information pertaining to each incident contained in the RGIR will be retained by this Sub-Branch for a period of not less than six months following its recording in the RGIR.

This Sub-Branch may elect to provide information in the RGIR to a Venue Support Worker for training and development purposes provided that information does not include the name or identifying characteristics of any person.

The Sub-Branch also complies with the laws and regulations regarding the responsible service of alcohol.

11. Interaction with Venue Staff

The Sub-Branch is concerned to ensure the safety of its entire staff and to maintain the perceived integrity of the gambling products provided at the Sub-Branch.

In accordance with the law, employees of this Sub-Branch are not permitted to gamble on gaming machines, play Keno, purchase lottery tickets or engage in wagering whilst on duty in the course of their employment.

Further, this Sub-Branch ensures that staff do not play an EGM at the Sub-Branch on a rostered day of work at this Sub-Branch.

The Sub-Branch has a policy regarding employees purchasing gambling products (including playing gaming machines) and a copy of this policy is included in Sub-Branch's staff hand-book and attached to any copy of the Code that is distributed.

The Sub-Branch ensures that staff are provided with information to make them aware of their increased risk of gambling.

Any staff member who indicates to another staff member or directly to the nominated person that he/she may have a gambling problem will be provided with full counselling support and problem gambling information by the Sub-Branch operator (relevant responsible person) in a confidential manner. In determining what action is appropriate in any situation involving a staff member, the Sub-Branch will ensure that every attempt is made to be discreet, and to draw as little attention as possible to the situation and to the staff member. The staff member will be encouraged to pursue non-gambling related duties wherever available in the Sub-Branch.

Action taken in accordance with this clause will be recorded on the staff member's employment file, and not in the Responsible Gambling Register.

Responsible gambling professional development sessions for all staff will be conducted on an annual basis in conjunction with appropriate training organisations including the local Gambler's Help Service (where possible) and other such services as the Sub-Branch determines.

Information about responsible gambling and problem gambling support services will be included in the induction package/staff handbook provided to all employees on commencement of employment with the Sub-Branch.

If the Sub-Branch adopts a different policy to that set out above the Sub-Branch must advise the VCGLR in writing of the policy change.

12. Interaction with Problem Gambling Support Services

This Sub-Branch is committed to maintaining strong links and regular contact with local responsible and problem gambling support services and related bodies.

The Sub-Branch will make available to patrons various publications and contact details of the local Gamblers Help Service and/or other relevant problem gambling support and self-help services.

Senior staff from this Sub-Branch will initiate meetings at regular intervals (at least once every six months) with the local Gambler's Help and designated Sub-Branch Support Workers (VSW) from the relevant regional Gambler's Help service.

Examples of these meetings may include:

- Convening an annual staff training session, run by the local Gambler's Help service;
- Convening meetings between the Sub-Branch Committee / Manager and the Gambler's Help service or designated VSW, or
- Maintaining regular contact via email to support services.

The Sub-Branch will record details of all contact with the Gamblers Help Services and/or other relevant problem gambling support services in its Responsible Gambling register. The meeting details will include:

- time and date of the meeting;
- attendees at the meeting;
- topics discussed;
- outcomes / action items from the meeting; and/or
- next meeting date.

13. Customer Complaints

The Sub-Branch subscribes to an ICRP that complies with the relevant ministerial directions on ICRP.

The Sub-Branch will make available to patrons information about the ICRP including:

- how to make a complaint;
- the process for resolution of a complaint;

- the independent review of decisions made by the club about member or visitor complaints;
- how information about complaints will be collected and retained; and
- how the VCGLR will be assisted to monitor compliance with the complaints process.

A customer with a complaint about compliance with and/or the operation of this Code should make it in writing directly to the Sub-Branch management.

All complaints will be checked by the Sub-Branch manager to make sure it relates to the operation of this Code. Complaints about customer service or machine operations which do not relate to the operation of the code should be directed to the Duty Manager. Sub-Branch staff will assist patrons with this process if asked.

Complaints will be investigated sensitively and resolved as soon as possible in the following way:

- all complaints will be acknowledged promptly;
- if it is decided not to investigate the complaint as it does not relate to the operation of the Code, the customer will be informed accordingly;
- during the investigation of the complaint, the Sub-Branch Manager may seek information from the staff member/s concerned relating to the subject of the complaint;
- the Sub-Branch Manager will seek to establish whether the customer has been treated reasonably and in accordance with the Code;
- if the complaint is substantiated, the Sub-Branch Manager will detail the action that is to be taken to remedy the issue;
- the customer will always be informed of the outcome of the complaint;
- complaint details will be noted in the Responsible Gambling Register; and
- information about the complaints will be provided to the VCGLR if requested.

If a complaint cannot be resolved at the Sub-Branch level it will be put for resolution before the Institute of Arbitrators and Mediators Australia (IAMA). Either party involved in the complaint may contact the IAMA.

To initiate a complaint either party can go to IAMA's website (www.iama.org.au), download a Dispute Resolver form, and then submit this completed form with the relevant fee to the IAMA.

Documentation regarding all complaints relating to the Code must be maintained and noted in the Responsible Gambling Register, for access by the VCGLR as required.

14. Compliance with the Prohibition on Gambling by Minors

Gambling by minors is strictly prohibited and minors, regardless of age, are not permitted to enter or remain in EGM gaming rooms.

The Sub-Branch will ensure that signs are located at every entrance to the gaming room prohibiting all minors from entering the gaming room.

As all Sub-Branch staff have the responsibility for seeking proof of age, the Sub-Branch requires that gaming room employees ask for verification of age if they are uncertain whether or not a customer or visitor to the gaming room is at least 18 years of age.

For the purpose of verification of age the following (current) original documents are acceptable:

- Proof of age card;
- Drivers licence;
- Victorian learners' permit; and/or
- Passport

If relevant verification of age cannot be produced, the customer or visitor will be required to leave the gaming room and will not be served any gambling product in the Sub-Branch.

15. The Gambling Environment

Clocks are placed in all major areas of the Sub-Branch so patrons will be aware of the passage of time. Staff will mention the time when making announcements about Sub-Branch activities.

Patrons will be encouraged to take regular breaks from gaming machine play. This encouragement may take the form of an announcement on the Sub-Branch's public address system and may include:

- a) Announcing that morning tea/lunch/dinner is now available;
- b) Announcing a promotional draw;
- c) Announcing the commencement of other non-gaming related customer activities within the Sub-Branch.

During the opening hours of food and beverage facilities outside the gaming machine floor, this Sub-Branch ensures that a person can order and be served food and beverage without having to enter the gaming machine area.

Sub-Branch staff will also monitor the activities of patrons and interact as appropriate to discourage patrons from engaging in extended and intensive gambling. This interaction may take the form of casual dialogue consistent with general hospitality initiated by staff towards patrons, for example, relating to the availability of food and/or beverages at the Sub-Branch.

16. Financial Transactions

This Sub-Branch does not cash cheques. If a customer seeks to cash a cheque, the staff member will advise the customer that the Sub-Branch does not cash cheques.

By law, winnings or accumulated credits of \$2,000 or more from gaming machines must be paid in full by cheque which must not be made payable to cash, or by EFT (where available) that does not allow the person to access the funds within 24 hours of the payout. These winnings or accumulated credits cannot be provided as machine credits.

Patrons and visitors may request that winnings and/or accumulated credits of less than \$2,000 from gaming machines, and winnings and/or credits from other gambling products are to be paid by cash, cheque and/or EFT. The Sub-Branch will comply with such a request.

The Sub-Branch will maintain a prize payment register to record the payment of significant prizes on gambling products, including, but not limited to, cheque and/or EFT payments of over \$2,000. The prize payment register will be maintained in the gaming room and be made available to VCGLR inspectors upon request.

Entries in the prize payment register may be subject to the *Privacy Act 1988* and the Sub-Branch will comply with the Australian Privacy Principles with respect to the prize payment register.

The provision of access to electronic gaming machines and wagering is subject to the federal *Anti Money Laundering and Counter Terrorism Financing (AML/CTF) Act 2006*. The Sub-Branch has adopted an AML/CTF Program and the Sub-Branch will ensure that all financial transactions comply with appropriate AML/CTF Program and AML/CTF Act.

The Sub-Branch will provide, maintain and display information regarding the Sub-Branch's policy on the cashing of cheques and how patrons may have winnings paid by cheque and/or EFT.

17. Responsible Advertising and Promotions

Unsolicited advertising of EGM gambling products is prohibited in Victoria.

All non-EGM advertising undertaken by or on behalf of this Sub-Branch will comply with the advertising code of ethics adopted by the Australian Association of National Advertisers.

Prior to publishing, management will review all advertising and promotion material to ensure that it complies with the code of ethics adopted by the Australian Association of National Advertisers.

Further, prior to publishing, management will review all advertising and promotional material to ensure that it will:

- not be false, misleading or deceptive about odds, prizes or the chances of winning;
- have the consent of any person identified as winning a prize prior to publication;
- not be offensive or indecent in nature;
- not create an impression that gambling is a reasonable strategy for financial betterment;
- not promote the consumption of alcohol while purchasing gambling products; and
- not depict nor be targeted to persons under the age of 18 years.

18. Review of the Code

This Code is reviewed regularly to ensure that it complies with the *Victorian Gambling Regulation Act 2003*, the Victorian Gambling Regulation Regulations 2015 and related Ministerial Directions.

The Sub-Branch's compliance with the Code and the operation and effectiveness of the Code in the Sub-Branch will also be reviewed at this time.

The Sub-Branch will ensure that a Code feedback form is available with the Responsible Gambling Register.

The review seeks feedback from relevant stakeholders, including Sub-Branch staff, Committee and problem gambling support services (where possible).