



## CASA Stepping into 2013 with New Leadership



**It gives me pleasure to take up leadership of such a credible organisation as CASA, which has grown from strength to strength over the years, representing the interests of our legal casino gaming industry.**

The four CASA members stand proud when their contribution to the South African economy is taken into account namely, capital investment, creation of jobs, contribution to the fiscus, socio-economic investment contributions, the boost to tourism and provision of entertainment in top notch facilities.

As someone with a long relationship with the gambling industry, as both a regulator and a casino operator, I look forward to taking up the role of Chief Executive Officer during a time where not all is smooth

sailing. The impact of the worldwide economic downturn has been felt by the gaming industry both in South Africa and abroad, and with government policy-makers advocating stricter regulation and taxation of the industry, there is a need to remind those who make our laws that South Africa's casino industry is globally regarded as an example of best-practice regulation.

Prior to joining Peermont Hotels Casinos & Resorts in 2002, where I was responsible for the group's compliance with applicable legislation including gambling legislation as well the provision of legal services to group operations, I held senior positions within the Gauteng Gambling Regulatory Authority and the National Gambling Regulatory Authority of South Africa, allowing me to develop a perspective on the industry from both provincial and national levels.

In March this year, the National Assembly's Portfolio Committee on Trade and Industry held public hearings regarding the Broad-Based Black Economic Empowerment ("B-BBEE") Amendment Bill ("the Bill"). The hearings enjoyed presentations from across industry, including CASA. Our well-received presentation outlined various concerns, the biggest being the inconsistency between the provincial gambling boards regarding their individual B-BBEE requirements which are over and above those of the National Government as set out in the Codes of Good Practice on B-BBEE, and how these requirements often conflict with each other. At the public hearings, the Committee advised that it will form a 'Working Group' to finalise sentiments and recommendations on the Bill, before it will get voted on and passed on to the National Council of

Provinces' ("NCOP's") Select Committee on Trade and International Relations, for consideration.

Also in March this year, the NCOP's Select Committee on Trade and International Relations invited the Department of Trade and Industry ("DTI") to repeat their presentation regarding the Report of the Gambling Review Commission ("GRC"). The DTI had placed the Report before the Committee in March 2012, but the Committee did not find time to review it. The Chairperson undertook that Committee members will study the GRC Report in more detail and submit comments to the DTI by the end of May 2013. The Chairperson confirmed that the Committee intends to approach interested parties for comments and inputs in the process of preparing its comments/recommendations.

The GRC Report is now expected to be presented to each province by the relevant NCOP member, for discussion, followed by public hearings by the NCOP's Select Committee to which CASA will request an opportunity to make a presentation.

The reader is reminded that the Portfolio Committee on Trade and Industry passed the GRC Report, with recommendations, early last year.

I look forward to using my experience on the gambling industry and legal background to aid CASA and further our goals as the voice of the casino industry as well as to a successful working relationship with all stakeholders.

**THEMBA NGOBESE**  
Chief Executive Officer



## REVIEWING THE REVIEW: Latest developments regarding the Report of the Gambling Review Commission

During March 2013, representatives of the Department of Trade and Industry ("dti") made a presentation to the Select Committee on Trade and International Relations of the National Council of Provinces ("NCOP") in respect of the Final Report of the Gambling Review Commission ("the Commission"). The presentation was aimed at briefing the NCOP on the various findings and recommendations made by the Commission, with a view to obtaining the substantive input of the NCOP regarding policy direction in relation to possible amendments to gambling-related legislation in the country.

It was stressed during the presentation that the dti does not view the Final Report of the Commission as being definitive or dispositive of the various issues with which it deals. Instead, the Commission's Final Report was portrayed as the starting point for policies to be carved out by the legislature. As such, the guidance of Parliament, and more specifically the NCOP, was portrayed as being a key objective, which would inform the shape which the amended legislation would take.

Reference was further made to the Report produced by the Sub-Committee of the Portfolio Committee for Trade and Industry ("Sub-Committee"), which it will be recalled was tasked with undertaking its own review of the Final Report of the Commission, with a view to making recommendations to the Portfolio Committee in relation to legislative amendments. Having analysed the Final Report of the Commission against the backdrop of its mandate and the feedback provided at the various public hearings held by the Portfolio Committee, and having conducted its own fact-finding exercises, including various visits to gambling establishments in Gauteng and the Western Cape, the Sub-Committee produced its Report

on 6 March 2012. The Report of the Sub-Committee contained a number of recommendations as to aspects of the existing legislation in respect of which amendments could be considered.

In the context of licensed casino operations, although the recommendations of the Sub-Committee are limited in number, they are nevertheless a source of significant concern for CASA and its members. In a nutshell, the Sub-Committee has recommended that the Minister consider placing a statutory limit on the number of gaming machines and tables which may be exposed for play in licensed casinos, as well as the enactment of provisions requiring a comprehensive review of casino licences every five years, the re-issue of such licences every ten years and the formalisation of licence conditions related to national objectives and/or priorities.

These are sweeping changes, which if introduced, will materially alter the gambling landscape in South Africa without bringing about any discernible benefit for any of the stakeholders in the process, including the government itself. Placing a cap on the number of gaming positions in a licensed casino cannot realistically be expected to have any impact in the context of problem gambling, but will simply prevent the casino industry from matching its product offering with the requirements of the market served by each casino. Casino operators should be credited with the levels of good judgment required to ensure a sustainable and appropriate product offering, which will necessarily differ from case to case.

Disturbingly, the recommendations of the Sub-Committee went even further, by adding that "in cases where there has been an over-allocation of slot machines and tables, a transitional period should be allowed to phase out

the additional machines / tables". This appears to proceed from the (entirely flawed) assumption that a one-size-fits-all approach is possible in the casino environment, while at the same time overlooking the fact that such a fundamental shift in policy will interfere with vested rights which have accrued to casino operators in the conduct of their operations to date.

The proposed five-yearly review of casino licences (and the re-issue thereof every ten years) remains an issue which is shrouded in uncertainty. No clarity has been provided, either by the Commission, which originally made this recommendation, or the Sub-Committee, as to by which body (if not the regulatory authority which issued the licence) this review should be undertaken. In addition, the intended scope of such a review remains unclear. Moreover, the rationale for the recommendation is difficult to understand, given that provincial licensing authorities have the ongoing ability, at any time, to enquire into any aspect of the business of any licence holder which, on good grounds, may appear to be in contravention of the law or may negatively impact upon the suitability of the casino operator to continue to hold such licence. Furthermore, it appears to have been overlooked that the National Gambling Act, 2004, already contains provisions requiring provincial licensing authorities to perform an annual review of the licences issued by them, for the purposes of evaluating compliance with undertakings made in relation to black economic empowerment and measures to contain possible negative socio-economic impacts. Gambling Boards are expressly authorised by these provisions to impose licence conditions addressing these areas.

Against this backdrop, there is no

discernible purpose for requiring a further five-yearly review of casino licences, over and above the extensive powers of continuous review which are already in place.

Allied to the above concern is the further recommendation regarding the proposed ten-yearly "re-issue" of casino licences, which is a recommendation emanating from the Sub-Committee, after consideration of the views expressed by the National Gambling Board to the effect that casino licences should be "reviewed" on a ten-yearly basis. The recommendations regarding the "review" of casino licences appear to have been summarily replaced (or confused) with a recommendation that casino licences should be "re-issued" every ten years. No basis is provided in the Report of the Sub-Committee for this recommendation, nor has any clarity been given as to what such a "re-issue" would entail. It appears possible, however, that what is being contemplated is that the lifespan of casino licences should terminate every ten years. If this is indeed the case, it will occasion a fundamental conflict between the terms on which the overwhelming majority of casino licences in the country have been issued to date, as well as a material conflict between the provisions of provincial and national legislation pertaining to gambling. Most provincial legislation places no limit on the lifespan of casino operator licences, but instead provides for the ongoing validity of such licences on an evergreen basis, subject only to periodic renewal and overall compliance with legislative and regulatory requirements. Accordingly any decision, at national level, to limit the period of validity of casino licences in the country will encroach on the vested rights of casino operators. Perhaps more disturbingly, however, the recommendations made in this regard demonstrate a fundamental lack of appreciation of the extent to which the implementation thereof will trespass on the concurrent legislative competency of provincial legislatures to make their own laws in relation to gambling, and the constitutional issues attendant thereon.

To the extent that the Sub-Committee has recommended that licences should "contain conditions related to national

objectives/priorities", no clarification has been provided as to the nature of these objectives or priorities. As such, the recommendation is unhelpfully vague and therefore open to individual interpretation. Moreover, it seems to proceed from the assumption that casino licences do not currently contain conditions which are consistent with the policy agenda of the national government, whereas casino licences are inevitably replete with conditions of this nature.

It is worth noting that the above concerns are not the only ones which may be raised in relation to the recommendations of the Sub-Committee, but that there are many others, including the proposals made regarding the involvement of other, unspecified organisations, in the activities of the National Responsible Gambling Programme, which appear to proceed from a general lack of practical knowledge of or the absence of specific information regarding the manner in which the industry functions. Without these tools, it is difficult for decision-makers to carve out policy provisions which are both appropriate and fair to all stakeholders.

The Select Committee of the NCOP has indicated that it will study the Final Report of the Commission in greater detail during the coming months with a view to submitting its comments to the dti by the end of May 2013. Once this has been done, dti will commence with the process of drafting the recommended amendments to the National Gambling Act, whereupon the draft legislation will be submitted to Parliament in the ordinary manner.

From CASA's perspective, it is vital to ensure that the impending process of further review to be embarked upon by the NCOP is undertaken by the Select Committee from an informed position. Uninformed policy making results in bad law. The government and the casino industry share a common interest in the continued growth and success of the industry. No effort should be spared to ensure that these common interests are explicitly identified, and guide and inform the policy-making process in South Africa.



*The proud owner of Engen Themba Convenience Centre in Etwatwa, Themba Xaba with EPCoCT Trustee, Vusi Zwane and some of the staff he has employed since including a Corner Bakery, thanks to a R500 000 grant received from the EPCoCT. The staff members are, Mthatens Mokhopi, Nthombela Mbekwana, Paulina Mokhopi and Phindile Mbomami (back).*



*Bila's Ice Blocs cc, in Etwatwa East, can look forward to greater production/turnover this summer thanks to a R200 000 grant received from the Ekurhuleni Peermont Chambers of Commerce Trust (EPCoCT), which has enabled the company to purchase a chromadek freezer room and an ice-bite filling machine. Here the company's owner, Aarone Bila (right) is pictured at one of his freezer rooms with Trust administrator, Makomane Ntobo, EPCoCT Trustees, Vusi Zwane, Themba Xaba and Des Fortuin and Sibusiso Bila (front second left), Aarone's son who works in the family business.*



*Thanks to a R300 000 grant from the EPCoCT, Michael Dlamini (middle), has been able to purchase new machines for his business which has enabled him to start producing SANS-approved bricks to help him gain more market share. With Dlamini at some of his stock pile of bricks is Trust administrator, Makomane Ntobo, EPCoCT Trustees, Vusi Zwane, Des Fortuin and Themba Xaba.*

# Montecasino expands entertainment offering with the launch of 3SIXTY° Liquid Lounge

Montecasino has expanded its robust entertainment offering and is setting new restaurant trends with the recent launch of **3SIXTY° Liquid Lounge** – a concept venue that promises to take patrons on a 360 degree sensory journey.

Fast attracting Gauteng's over-21 socialites and the elite, **3SIXTY° Liquid Lounge** encompasses a restaurant and bistro, cigar & cognac lounge and cheese & wine room. Patrons can also choose to be seated in front of the show kitchen to witness the flair, expertise and plating techniques of the highly qualified chefs.

All these elements are brought to life by the spectacular circular frost-top bar, the venues stylish design, décor and distant buzz from the casino floor.

"Montecasino prides itself in being positioned as Gauteng's premier entertainment destination, by doing this, we constantly research new features that add to the experience and appeal to the broad spectrum of visitors to Montecasino," says Glenn Joseph, General Manager of Montecasino.

The **3SIXTY° Liquid Lounge** menus ensure a wide variety of food and beverage items to choose from including several 'design it yourself' options.

"The menus have been created to ensure a different offering for guests who may come back again and again for another



unique experience. The fresh and 'one of a kind' appeal of this innovative venue comes through in all the menu offerings from gastronomically-enhanced dishes to the ultimate in palate-pleasing beverages", says Chef Rylan Ramsamy.

With a worldwide cuisine focus, a few of the exciting entrees include lamb fettuccine with snow peas, roast plum cherry tomatoes, and parmesan shavings; wok fried tempura prawns with crisp Asian vegetables and wasabi mayo; aged Karan beef fillet with shimiji mushroom, carrot puree and beef jus.

Shooters are served in test tubes with popping candy, peppermint crisp chips, candy floss, and other signature drinks

such as the BullMeister where Jagermeister magically floats on Red Bull.

"We have also included platters for sharing such as sushi, dim sum baskets, meze, cheeses, mini burgers, gourmet nibbles and more, for groups or even couples who enjoy the growing preference for sharing smaller tasting portions of different dishes," says Ramsamy.

"Our **3SIXTY° Liquid Lounge** adds a unique touch to Montecasino's entertainment offering. It's certainly a venue with a difference, designed to tantalise and entice all five senses and the perfect addition to Montecasino's dynamic line up," concludes Montecasino General Manager Glenn Joseph.



## Mmabatho Palms lends a helping hand to new charity

Mmabatho Palms Hotel Casino and Convention Resort is proud to announce the adoption of its new charity, Bogosi Foundation, which is located in Signal Hill, a village situated behind the resort. The foundation is a development project managed by ex-teachers and ministry workers who use a holistic approach towards childcare, youth development, training, poverty alleviation and job creation. Thus far Mmabatho Palms has generously donated stationery and money to the value of R58 000 which will go towards refurbishing their building, while further plans to effectively assist the development project will be implemented in a number of phases.

## NEW CHIEF EXECUTIVE FOR NATIONAL RESPONSIBLE GAMBLING PROGRAMME



In January the South African Responsible Gambling Foundation announced that Mrs Moipone (Nana) Magomola would be succeeding Professor Peter Collins as Executive Director of the Foundation, in charge of executing the globally respected National Responsible Gambling Programme.

The Programme is a public/private sector partnership involving the Gambling Industry and the regulators, and is the only one of its kind in the world to integrate research, education and treatment. It is recognised internationally for the excellence of its work in research, diagnosis, treatment and public awareness related to problem gambling.

South Africa's rate of problem gambling has been steadily dropping over the past five years as a result of this partnership.

Magomola has a BSc from City University of New York and an LLB from the University of the Witwatersrand; she also has several executive Development diplomas from a range of international universities. She is member of Board of Governors: Rhodes University and the Board of Trustees: Nelson Mandela Children's Fund and chairs the Nelson Mandela Children's Hospital Trust.

Nana recently received an award in the US as a "Woman Who Makes A Difference" by the International Women's Forum, an organisation that advances leadership across careers, cultures and continents. She joins honorees such as Isabel Allende, Ella Fitzgerald, Clare Booth Luce, Billy Jean King and Margaret Thatcher.

She is former Director General of the North West Provincial Government, Executive Director of Thamaga Investment Holdings and Head of Public Affairs for Eskom.

## WHEELS OF JOY FOR DISABLED OF KWA-THEMA AND VOSLOORUS

Life for the disabled is extremely challenging. For those lucky enough to have wheelchairs things should be marginally easier. But some have wheelchairs are in such bad condition they cause more suffering than good.

Thanks to the generosity of Carnival City Casino's Corporate Social Investment arm, 20 disabled people from the informal settlements of Kwa-Thema and Vosloorus are now the proud owners of life-improving brand new, comfortable wheelchairs with cushions.

With these tailor-made wheelchairs, the disabled owners will be able to prevent pressure sores and back pain and their new chairs are light and easy to push or lift and to maintain.

Carnival City worked through the Vosloorus-based Friday Mavuso Foundation, whose work improves the lifestyle of the disabled and to identify suitable recipients.



The seven Ekurhuleni youngsters who have been awarded scholarships by the Peermont Education Trust (PET) to further their studies this year visited Emperors Palace on Friday, January 25 where they met with the Trust's chairperson, Tshidi Madima and one of the Trustees, Vusi Zwane for a mentoring session. Here the students, in the front, Sandile Ndlangisa, Tumishang Makibelo, Palesa Khanye and Phumlane Zwane and at the back, Thabang Maepa, Lennon Naidoo and Ramosebetsi Keele are pictured on their arrival with Zwane and Madima.

Cheers to a brighter future ... Thanks to the Peermont Education Trust (PET) these seven Ekurhuleni youngsters, in the front, Sandile Ndlangisa, Tumishang Makibelo, Palesa Khanye and Phumlane Zwane and at the back, Thabang Maepa, Ramosebetsi Keele and Lennon Naidoo will all be able to follow their dreams and further their studies this year. The group, who have all their fees and accommodation paid by the Trust, were at Emperors Palace on Friday, January 25 to receive their stationary and laptops and also to meet with PET Trustees for a mentoring and motivational session ahead of starting their degree and diploma courses at Wits and the University of Johannesburg in February.

(Photograph by Yolanda van der Stoep)



# Peermont Top Achievers Awards



All the winners at the glittering award ceremony which took place at Emperors Palace on Friday 16 February



Congratulations to Peermont's Top Achievers for 2013. From left Nicole Kandier from Head Office (Runner-up), Chief Executive Officer, Anthony Puttergill, Thabisile Sibeko from Emperors Palace (Joint 3rd), Moemedi Moseki from The Grand Palm (2013 Winner), Chief Operating Officer South Africa, Leon Kok, Group Chief Human Resources Executive and Emily Tladi from Frontier Inn (Joint 3rd).



Unit Winners - From left, Chief Operating Officer - South Africa, Leon Kok, Clive Tavener - Rio (Most Innovative Unit), Nigel Atherton - Emperors Palace and Herman Brits (Most Improved Units), Anthony Olivier - Frontier Inn and Casino (Best Performing Unit) and Chief Marketing and Customer Officer, Mark Jakins.



A proud Lindokuhle Mnguni of General Smuts High School in Vereeniging holds the trophy for winning the senior section of the fourth Peermont School Support Programme (PSSP) Human Rights Public Speaking Competition at the Constitutional Court in Johannesburg in March. The eloquent youngster is pictured here celebrating her success with some of her fellow learners who supported her at the contest as well as the junior participant in the competition from General Smuts, Itumeleng Selialia (middle left). The PSSP's Human Rights campaign creates awareness of rights and responsibilities and our Constitution among learners in the seven high schools through the programme and links this to effective communication and excellence. This initiative is part of the R40-million, five year PSSP programme to develop centres of excellence around public high schools and their feeder primary schools in the Ekurhuleni and Sedibeng areas.

# Multi-million Rand upgrade of Emnotweni Complex is on track



**The ambitious upgrade and refurbishment of the Emnotweni Casino Complex is now well underway. The project, estimated to cost over R165-million, kicked off in October 2012 with the demolition of the old building and is scheduled for completion in November.**

The main contractor appointed on the project is a local concern, Breet Construction, and Emnotweni has committed to sourcing an estimated 70% of the total capital expenditure – excluding specialist gaming equipment – from within Nelspruit and Mpumalanga. This promise is part of Emnotweni's commitment to uplifting the community and boosting the local economy through job creation and investment.

The development will create around 350 new on and off-site jobs during the construction phase, with all of the labour sourced from the local community. Once the project is complete, about 50 new posts will be created at the complex's new facilities.

According to Ig Olivier, Emnotweni's Director of Operations and Complex General

Manager, the upgrade project is running according to schedule.

Since the ground-breaking and demolition of the Emnotweni Arena, construction workers and equipment have swarmed the site and 3 099 tons of earth have been excavated. Some 4500 tons of concrete have been laid and 125000kg of cement have been used. So far, 100000 bricks have been laid and 300 tons of steel have been used.

With the project only a few months in, there is still a lot of work to be done and truck loads of rubble and building supplies are yet to flow in and out of the site.

A hive of activity the construction area may be, the building process is being strictly coordinated and managed to ensure that traffic into and out of the complex is not affected. The building of the parking arcade at the back of the casino is not causing any disruption to guests inside the complex. Guests can also rest assured that it is business as usual inside the complex where the casino floor and outlets remain untouched. Breakthrough to the extended casino floor will only take place at the end of the refurbishment project.

## MMABATHO PALMS GAINS TWO NEW MANAGERS



**Boitumelo Tom** is the new Gaming Manager at Mmabatho Palms Hotel Casino and Convention Resort, having worked as a Gaming Manager for four years at its sister resort, Khoroni Hotel Casino and Convention Resort in Limpopo. Boitumelo started his gaming experience as a casino floor attendant 22 years ago and has worked his way up the gaming ladder ever since. He joined the Tusk Group in 2002 and was honoured to be part of the team that opened both Umfolozi and Rio Hotel Casino and Convention Resorts.



**Willem van Rooyen** is the new Mmabatho Palms Hotel Casino and Convention Resort's Tables Manager and has 20 years' experience in the gaming industry. His casino working experiences have been mostly tables orientated, while his understanding of the Slots and Cash Desk came when he worked on cruise ships. He enjoys working with people and values good relationships with internal and external customers.

# Top dealers compete for National Champion Title at Montecasino



From L-R: Dave Anthony (Gaming Manager), Themba Nkuna in 4th place from Gold Reef City, Steve Hight (Tsogo Sun Director of Gaming), in 3rd place Kenneth Shabangu (Montecasino), the winner George Stammier (Suncoast), 2nd place Boitumelo Mote (Suncoast), Glenn Joseph (General Manager Montecasino)

February saw Tsogo Sun's National Dealer Championships being held at Montecasino for the group's blackjack, roulette, and poker dealers. Suncoast Casino & Entertainment World took the top two prizes with third place going to Montecasino and fourth place to Gold Reef City Casino.

George Stammier is the new national dealer champion, with a first prize win consisting of a trip to London with the Tsogo Sun Management Team for the International Gaming Convention, while second, third and fourth place winners all won cash prizes.

The annual national competition follows regional competitions where winners are selected to advance to the final round at

Montecasino. Dealers are evaluated on their dealing skills, their speed, grooming, and their interaction with the gamers throughout the play.

The judges were senior casino managers from within the Tsogo Sun group with many years of experience in the dealer business between them.

The Tsogo Sun National Dealer Championships not only identifies the group's top performers, but it also gives all the dealers the opportunity to pit their strengths against each other to find ways to improve their dealing and to interact with and learn from other dealers, including those from South Africa's biggest and busiest casinos.

## TSOGO SUN'S SUNCARES SPORTS ACADEMY HOSTS A SUCCESSFUL OPENING SOCCER TOURNAMENT



Now in its fourth year, the highly successful SunCares Sports Academy soccer programme in Mogale City, kicked off with this season's opening tournament in March.

Hundreds of primary school learners and their coaches from the Swaneville, Munsieville and Kagiso areas on Johannesburg's West Rand competed. This year all teams received complete new soccer kits which included numbered shirts, shorts, goalkeeper shirts, socks, boots, shin pads, coach shirts, kit bags, water bottles, player cards for the league, whistles, balls and ball pumps.

The SunCares Sports Academy soccer programme consists of weekly training, six months of inter-school league fixtures, annual tournaments and talent identification. Through this initiative, life skills are also developed along with education on healthy life choices. The tournament is about the development of young soccer players for our country, and also the development of great young men within our communities.

The first 'Coaching the Coaches' accreditation programme was also held during the March school holidays.

The SunCares Sports Academy soccer programme is a successful collaboration between Silverstar Casino, the Gauteng Department of Education, the Department of Sport and Recreation, South African Football Association, South African Schools Football Association and Mogale City.

## BRIGHT'S 'GREEN' FUTURE

Emnotweni's recycling coordinator, Bright Madalane has received the "Siyakhanya Ambassador Award" for his contribution to environmental sustainability at the Emnotweni StayEasy Hotels.

Since 2012, when Bright was appointed, he has made a dramatic contribution to enhancing hygiene, health and safety in the hotels back of house. He has successfully activated an effective and efficient recycling programme for the housekeeping team to ensure minimal waste by reducing, re-using and recycling.



Madalane is fun to work with and provides invaluable guidance to the back of house teams; educating them on the importance of going green, their role in helping the hotel to achieve its green aspirations, and offering practical tips to ensure that they work in the most efficient and sustainable way.

General Manager Michelle Higgs said that management was extremely proud of Bright's achievements since joining the company a year ago and look forward to many more years of 'green' success for both Bright and Emnotweni.