CASINO GAMING COMMISSION

Annual Report

2018/2019

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Chairman's Message

The Casino Gaming Commission (the Commission) experienced significant changes during the

financial year 2018-19. At the commencement of the year, the Commission's staff was

significantly reduced having only one full time staff member resulting also in a reduction of its

usual activities. The reduction of staff and activities, together with the relocation of the office

were in keeping with preparation for the impending merger of the three regulatory bodies. As a

result, an arrangement for participation in Shared Services was established in which the BGLC

provides accommodation and some back office support in order to keep expenses low and within

the Commission's approved budget.

Most of the limited staff resource's efforts were concentrated on the merger process; such activities

include review of the existing legislative framework, human resources, (change management,

culture realignment) and ICT among others. The Commission now awaits Cabinet's approval of

the merger, during which time it will revert to some core activities.

The non-performance of the Orders for Approved Integrated Resort Development (IRD) resulted

in the rescinding of the Order made to Celebration Jamaica Development Limited. We continue to

await a decision with respect to Harmonisation Limited. The foregoing notwithstanding, the

Commission continues to receive inquiries on the IRD requirements as regards the licensing of a

casino.

The Commission maintains its strong relationship within the international gaming regulatory

industry with its membership in the International Association of Gaming Regulators, (IAGR). The

IAGR's 2019 Annual Conference is to be held in Jamaica in September 2019 and the Commission

together with the BGLC are hosting the Conference.

CLOVIS METCALFE OD,

Chairman

June 2019

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Vision

A fair, crime free and responsible casino gaming industry which provides community wide benefits to Jamaica.

Mission

To protect Jamaica's interests by regulating the operation of a highly reputable and internationally respected casino gaming industry. This is to be achieved by operating with integrity and professionalism, by developing effective working relationships with and maintaining the confidence of all stakeholders while keeping abreast of industry changes in a highly competitive and dynamic environment.

The existing **Vision** and **Mission** of the Commission as outlined above will be incorporated in the operations of the merged entity and the new entity is expected to continue to represent a fair, crime free and responsible casino gaming industry which provides community wide benefits to Jamaica. The Casino Gaming Act of 2010 is the vehicle being used to guide the new legislation for the merged entity.

REPORT ON OPERATIONS

Highlights of the year

- The Order awarded to Celebration Jamaica Development Limited was rescinded for its non-performance. A decision with respect to Harmonisation Limited is being awaited.
- A committee comprising representatives from the MOFPS, JAMPRO, The Ministry of Tourism, The Ministry of Culture and the Commission was established. Its focus is on proposed amendments to the Casino Gaming Act with a view to address those provisions considered stringent and onerous. The areas under consideration are room requirement and other amenities.
- Participation in all merger and related activities inclusive of being a member of all committees and actively participate in all the merger activity undertakings.

Standards for Gaming Equipment in Casinos

Upon completion of the merger, the approved GLI Technical Standards for Gaming Equipment adopted by the Commission will also be transferred to the new entity. The Standards are currently available at the Library of the Bureau of Standards.

National Risk Assessment and CFATF related activities

The Commission continues to participate in the POCA training and related activities and CFATF activities as required by the Commission's Designated Authority.

International Cooperation

The Commission has maintained its membership in the International Association of Gaming Regulators (IAGR). Jamaica will host in September the IAGR's 2019 Annual Conference.

1. Compliance with the PBMA and FAA Acts, as well as MOFP circulars and applicable regulations

Governance

For the Year 2018/19 the Board of Commissioners comprised the following members.

Mr Clovis Metcalfe.

Chairman

Mr Wayne Chen

Commissioner

Mr Howard Hamilton

Commissioner

Mr Ian Murray

Commissioner

Mrs. Marigold Naar

Commissioner

Mr Robert Russell

Commissioner

During the year four (4) members terminated their service. Frequency of Board meetings was revised and six meetings were held during the year and matters relating to the IRDs, Transition and Merger were addressed.

All statutory reporting requirements have been met including Monthly Cash Flow Requests, Monthly Financial Reports, Quarterly and Half-yearly Reports and Annual Reporting.

Board Decisions

All Board Decisions are dispatched within 72 hours of the decisions being made to ensure the assigned activities are performed in reasonable time. All Board and Committee Minutes are recorded, signed together with Tax Certificates are kept by the Secretariat.

Committees and Sub-Committees

In light of the reduced activities there were two active subcommittees – the Audit Committee as required by the Public Management and Accountability Act (PBMA) and the Finance Committee.. With the exception of matters requiring direct input of the Board, all Legislative matters are dealt with under the Merger process by a combined Merger Legislative sub-committee,

Prior to Board Meetings, the Finance Committee reviews monthly financials In keeping with the requirements of the PBMA, the Audit Committee meets to deal with the following:

- 1. The integrity of the Commission's financial statements;
- 2. The independent auditor's qualifications, independence and performance;

- 3. The internal controls and control environment.
- 4. Review of Auditors Report

Audit

Messrs. McKenley and Associates, Chartered Accountants, continued as the External Auditors to the Commission. The Commission completed its audit for the financial year 2018/19 during April 2019, which was within the timeframe to meet the July 31, 2019 deadline required by the PBMA. The completed report was submitted to MOFP accordingly.

Staffing

The financial year commenced with one full time, but later one temporary support staff was contracted.

Training

Limited staff training continued throughout the year to prepare staff for seamless integration. The Commission participated in joint in house training and retreats.

Services

The Commission's website http://www.cgc.gov.jm is still maintained and utilized, support for maintenance provided under the shared services arrangement.

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To the Members of The Casino Gaming Commission

Independent Auditor's Report

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of the Casino Gaming Commission ("the Commission"), which comprise statement of financial position as at 31 March 2019 and the income statement, statement of cash flows and statement of changes in reserves for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Commission as at 31 March 2019 and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRS).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISA). Our responsibilities under these standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Commission within the meaning of the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with the IESBA Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and those charged with Governance for the Financial Statements

Management is responsible for the preparation of these financial statements that give a true and fair view in accordance with IFRS and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatements, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Commission's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Ministry of Finance either intends to liquidate the Commission or cease operations, or has no realistic alternative but to do so.

Management is responsible for overseeing the Commission's financial reporting process.



To the Members of The Casino Gaming Commission

Independent Auditor's Report

Auditor's Responsibilities for the Audit of the Financial Statements

The objectives of our audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatements, whether due to fraud or error and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due
 to fraud or error, design and perform audit procedures responsive to those risks, and obtain
 audit evidence that is sufficient to provide a basis for our opinion. The risk of not detecting a
 material misstatement resulting from fraud is higher than for one resulting from error, as fraud
 may involve collusion, forgery, intentional omissions, misrepresentations, or the override of
 internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit
 procedures that are appropriate in the circumstances, but not for the purpose of expressing an
 opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Evaluate the overall presentation, structure, and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Commission's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion.

Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Commission to cease to continue as a going concern.



To the Members of The Casino Gaming Commission

Independent Auditor's Report (continued)

Report on any other legal and regulatory requirements.

As required by the 2010 Casino Gaming Act, the Public Bodies Management and Accountability Act and the Financial Administration and Audit Act, we have obtained all the information and explanations which, to the best of our knowledge and belief, were necessary for the purposes of our audit.

In our opinion, proper accounting records have been kept, so far as appears from our examination of those records, and the accompanying financial statements are in agreement therewith and give the information required in the manner so required.

Chartered Accountants

22 May 2019

Kingston, Jamaica

THE CASINO GAMING COMMISSION Income Statement Year ended 31 March 2019

	<u>Note</u>	<u>2019</u> <u>\$</u>	2018 \$
Revenue			
Grant income	2(e)	23,132,004	39,910,950
Interest Income		6,066	4,684
Total operating revenue		23,138,070	39,915,634
Operating expenses			ž.
Administrative	3	22,726,680	42,017,301
Finance	4	53,066	60,116
Total operating expenses		22,779,746	42,077,417
Surplus from operations		358,324	(2,161,783)
Taxation	5	-	
Net Surplus for the year		358,324	(2,161,783)

	Note	<u>2019</u> ≨	<u>2018</u> <u>\$</u>
Non- Current Asset			
Property, plant and equipment	6	4,654,056	5,212,859
Current assets			
Receivables	7	467,526	617,539
Cash & bank	8	1,160,281	531,091
		1,627,807	1,148,630
Total Assets		6,281,863	6,361,489
Reserves and liability			
General fund		5,715,466	5,357,139
Current liability			
Payables	9	566,397	1,004,350
Total reserves and liability		6,281,863	6,361,489

Approved for issue on behalf of the Commission on May 22, 2019, and signed on its behalf by:

Commissioner

Commissioner

	Note	2019	2018
		<u>\$</u>	<u>\$</u>
Cash flows from operating activities:			
Deficit for the year		358,324	(2,161,784)
Adjustment for :			
Depreciation	6	2,183,715	2,115,222
Gain on disposal of asset		24,251	=
Operating cash flow before movement in working capital		2,566,290	(46,562)
Increase/(decrease)			
Receivables		150,013	(6,744)
Payables		(437,950)	404,352
		(287,937)	397,608
Cash provided by operating activities		2,278,353	351,046
Investing activity:			
Purchase of fixed assets		(1,649,163)	_
Cash used in investing activity		(1,649,163)	-
Increase in cash balance		629,190	351,046
Cash balance - beginning of the year		531,091	180,045
Cash balance - end of the year	10	1,160,281	531,091
		2	

	Capital Grant	<u>General</u> Reserves	Total
	<u>\$</u>	\$	\$
Balance as at 31 March 2016	-	9,039,976	9,039,976
Deficit for the year	=	(1,521,053)	(1,521,053)
Balance as at 31 March 2017	-	7,518,923	7,518,924
Deficit for the year	-	(2,161,784)	(2,161,784)
Balance as at 31 March 2018	-	5,357,139	5,357,139
Surplus for the year		358,324	358,324
Balance as at 31 March 2019	=	5,715,466	5,715,466

1. IDENTIFICATION AND PRINCIPAL ACTIVITIES

The Casino Gaming Commission (The Commission) was established under section 5 of the Casino Gaming Act 2010 with the principal functions to:

- a) Regulate and control casino gaming in Jamaica;
- b) Approve systems of controls for, and administrative and accounting procedures in casinos, in order to ensure integrity and fairness in casino gaming;
- c) Conduct investigations into the operation of casinos and the holders of specified offices
- d) Institute measures and controls to;
 - (i) Protect the vulnerable, including children, from any harm or exploitation arising from casino gaming;
 - (ii) Limit opportunities for crime or any disorder associated with casinos;
 - (iii) Facilitate responsible casino gaming;
 - (iv) Prevent money laundering and the financing of terrorist activities in relation to casino gaming;
- e) Advise the Minister of Finance and Planning on matters of general policy relating to casino gaming in Jamaica and
- f) Carry out such other functions pertaining to casino gaming as may be assigned to it by or under the Act or any other enactment.

The Casino Gaming Commission (CGC) commenced operations with effect from 16 April 2012, and the financial statements are prepared under the historical cost convention and are presented in Jamaican dollars (\$), which is the reporting currency of the Commission.

Funding

The Casino Gaming Commission secured funding for operations for the period under review from the Government of Jamaica (GOJ).

The Casino Gaming Act

The Casino Gaming Act was passed in 2010, and its objects are to:

- a) Establish a regulatory scheme for the conduct of casino gaming in Jamaica;
- b) Encourage the establishment of a number of substantial integrated resort developments by licensing the carrying on of casino gaming as part of a mix of various tourism amenities and facilities available to quests of hotels in such developments;
- c) Ensure that casino gaming is conducted in a fair and open manner;
- d) Ensure that casino gaming is regulated efficiently and effectively;
- e) Prevent casino gaming from being a source of crime or disorder or being used to support crime, and
- f) Protect children and other vulnerable persons from exploitation due to casino gaming.

2. STATEMENT OF COMPLIANCE, BASIS OF PREPARATION, AND SIGNIFICANT ACCOUNTING POLICIES:

(a) Statement of compliance:

These financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS) and their interpretations adopted by the International Accounting Standards Board (IASB).

New, revised and amended standards and interpretations that became effective during the year and those issued but not yet effective.

At the date of authorization of these financial statements, certainly new, revised and amended standards and interpretations came into effect before, during, and after the current financial year. Effective 1 January 2018, IFRS 9 and IFRS 15, that related principally to expected credit loss and revenue recognition, were the principal Standards that became effective during the year, but the adoption, by the Commission of these Standards had no significant impact on its financial statements nor its disclosures. The majority of the other standards and interpretations did not have any material impact on the financial statements. These other Standards included the following:

- i. IFRS 13, Fair value Measurement
- ii. IAS 16, Property, Plant and Equipment and IAS 38, Intangible Assets.
- iii. IAS Related Party Disclosures
- iv. IAS 1, Presentation of financial statements.
- v. IFRS 16, Leases

(b) Basis of preparation and functional currency

The financial statements are prepared on the historical cost basis and are presented in Jamaican dollars (\$), which is the functional currency of the Commission.

(c) Use of Estimates and judgments

Except for the depreciation charge, no estimates or judgments were made during the year ended 31 March 2019.

2. STATEMENT OF COMPLIANCE, BASIS OF PREPARATION AND SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(d) Fixed assets

Property, plant, and equipment

Items of property, plant, and equipment are measured at cost less accumulated depreciation.

Cost includes expenditures that are directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the cost of material and direct labor and any other costs directly attributable to bringing the asset to a working condition for its intended use. Purchased software that is integral to the functionality of the related equipment is capitalized as part of that equipment.

Depreciation is calculated on the straight-line basis at such rates that will write off the carrying value of the assets throughout their estimated useful lives. Each financial year, the depreciation methods, useful lives, and residual values are reassessed.

Annual depreciation rates are as follows:

Furniture & fixtures	10%
Computers	20%
Motor Vehicle	20%

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Repairs and maintenance expenditure are charged to the income statement during the financial period in which they are incurred.

(e) Grants

Budgetary support from the Ministry of Finance and Planning (MOFP) is considered as grants.

Advances from the Ministry of Finance and Planning (MOFP) are in lieu of approved budgetary allocations from Central Government for use in the establishment of the Commission. These approved allocated amounts are considered as grants.

During the year, no casino licenses were issued, and thus the Commission did not earn fees from prospective applicants.

(f) Receivables

Receivables are carried at historical cost.

2. STATEMENT OF COMPLIANCE, BASIS OF PREPARATION AND SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(g) Cash and bank

Cash and bank balances are carried in the statement of financial position at cost, for the purpose of the cash flow statement, cash and bank balances comprise cash at bank.

(h) Foreign currencies transactions

There were no foreign currency transactions during the year.

(i) Payables and accrued charges

Payables and accrued charges are stated at cost.

3. ADMINISTRATIVE EXPENSES

	2019	2018
	<u>\$</u>	<u>\$</u>
Advertising for staff placement	-	34,046
Commissioners fees	177,750	438,400
Licenses & other taxes	493,473	714,978
Depreciation	2,183,719	2,115,222
Insurance	200,799	719,667
Training	1,161,196	3,775,706
Subscription	147,912	256,435
Postage & cable	47,160	76,041
Relocation expense	-	11,000
Telephone, internet & communication	145,374	571,572
Entertainment & staff welfare	133,925	295,167
Audit Fees	815,000	755,000
Computer & other repairs & maintenance	1,912,063	1,238,090
Travelling	2,110,874	2,628,622
Wages & salaries & payroll expenses	13,122,547	25,326,964
Contribution to shared services	-	1,300,000
Rental of office space	-	1,575,000
Disposal cost of fixed assets	24,251	-
Motor vehicle reimbursement expenses	30,750	-
Printing & stationery supplies	19,887_	185,391
	22,726,680	42,017,301
4. FINANCE CHARGES		
	2019	<u>2018</u>
	<u>\$</u>	<u>\$</u>
Bank charges	53,066	60,116
-	53,066	60,116

5. TAXATION

No provision is made in these financials for taxation on surplus generated from the operation of the Commission because the Casino Gaming Commission is funded by way of a subvention from the Government of Jamaica.

6. FIXED ASSETS

31 March 2018

2019

		-		
	Motor vehicle	Furniture & Fixtures	Computers	Total
At cost :	<u>\$</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>
1 April 2018 Disposal on assets	5,670,900	3,045,350	3,382,533 (121,256)	12,098,783 (121,256)
Additions	_		1,649,163	1,649,163
31 March 2019	5,670,900	3,045,350	4,910,440	13,626,690
Acc. Depreciation: 1 April 2018 Charge for the year	3,308,025 1,134,180	1,084,502 304,535	2,493,397 745,000	6,885,924 2,183,715
Disposal relive for the year			(97,005)	(97,005)
31 March 2019	4,442,205	1,389,037	3,141,392	8,972,634
Netbook value 31 March 2019	1,228,695	1,656,313	1,769,048	4,654,056
		<u>2018</u>		
	Motor vehicle	Furniture & Fixtures	Computers	Total
	\$	\$	\$	\$
At cost :	¥	<u>*</u>	¥	- X
1 April 2017 Additions	5,670,900	3,045,350	3,382,533	12,098,783
31 March 2018	5,670,900	3,045,350	3,382,533	12,098,783
Acc. Depreciation:				
1 April 2017	2,268,360	780,646	1,721,696	4,770,702
Charge for the year	1,039,665	303,856	771,701	2,115,222
31 March 2018	3,308,025	1,084,502	2,493,397	6,885,924
Netbook value				

2,362,875

1,960,848

889,136

5,212,859

7.	RECEIVABLES		
		2019	2018
		<u>\$</u>	<u>\$</u>
	Other Accounts Receivables	170,563	400,914
	Other prepayments	296,963	216,625
		467,526	617,539
8.	CASH AND BANK		
		2019	<u>2018</u>
		<u>\$</u>	\$
	Sagicor Bank: current account	1,140,281	531,091
	Petty cash balance	20,000	-
		1,160,281	531,091
9.	PAYABLES	Europa de Carres	
•		2019	2018
		<u>\$</u>	<u>\$</u>
	Accruals: audit charges	357,500	360,000
	: statutory liabilities	249	542,982
	Withholding taxes	-	101,368
	Wages and salaries control	208,648	-
		566,397	1,004,350

10. OPERATING SURPLUS BEFORE TAXATION

The following have been charged arriving at operating surplus:

	2019	<u>2018</u>
	<u>\$</u>	<u>\$</u>
Auditors remuneration	715,000	650,000
Commissioners' fees	177,750	438,400
Management remuneration	12,043,957	14,617,817

11. RISK MANAGEMENT OBJECTIVES AND POLICIES

The Commission's activities expose it to a variety of financial risks in respect of its financial instruments: market risk (currency risk and fair value interest rate risk), credit risk, liquidity risk, and cash flow interest rate risk. The Commission seeks to manage these risks by close monitoring of each of its financial instruments as follows:

a) Market risk

Currency Risk

Currency risk is the risk that the value of a financial instrument will fluctuate due to changes in foreign exchange rates. The Commission is not exposed to this risk because all transactions are undertaken in Jamaican dollars.

11. RISK MANAGEMENT OBJECTIVES AND POLICIES (CONTINUED)

a) Market risk (continued)

Currency Risk (continued)

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument will fluctuate due to changes in market interest rates. The Commission manages this risk by maintaining interest-earning assets with reputable financial institutions and procuring the most advantageous interest rates.

The Commission's policy is to invest excess cash in short term deposits and savings accounts with licensed financial institutions. Short term deposits are invested for periods of twelve (12) months or less at fixed interest rates and as such are not affected by fluctuations in market interest rates up to the dates of maturity. Interest rates on savings accounts are not fixed and are subject to change due to fluctuations in prevailing market interest rates. At the reporting date, there were no investments of excess cash.

b) Credit risk

Credit risk is the risk that one party to a financial instrument will fail to discharge an obligation and cause the other party to incur a financial loss.

The Commission faces credit risks in respect of its cash at bank held with financial institutions. Credit risk for cash at bank is managed by maintaining these balances with licensed financial institutions considered to be stable.

c) Liquidity risk

Liquidity risk is the risk that the Commission will encounter difficulty in raising funds to meet its commitments associated with financial instruments.

The Commission manages its liquidity risk by endeavoring to maintain an appropriate level of resources in liquid or near liquid form along with GOJ providing budgetary support. At the statement of financial position date, current assets exceeded current liabilities by \$1,061,410 (2018 - \$144,281).

d) Cash flow interest rate risk

Cash flow interest rate risk is the risk that future cash flows of a financial instrument will fluctuate because of changes in the market interest rates.

The Commission faces exposure to cash flow interest rate risk in respect of its cash and bank balances that may fluctuate according to prevailing levels of market interest rates and as such may increase or decrease interest margin in the next financial year.

12. SUBSEQUENT EVENT

The Government of Jamaica (GOJ) through the Ministry of Finance (MOF) decided to merge a number of government entities that provide oversight to the gaming industry. This will see the Betting, Gaming and Lotteries Commission (BGLC), Jamaica Racing Commission (JRC) and the Casino Gaming Commission (CGC) being merged into an entity with the power and authority to regulate all formal gaming activities throughout the Country. This slated to be completed over the course of the next fiscal year and within the context of the government's public sector transformation agenda.

As a consequence, this may result in the operations of the Commission being significantly scaled down after the reporting year end.

CASINO GAMING COMMISSION COMPENSATION FOR SENIOR EXECUTIVES

For Year Ended March 31, 2019

Position of Senior Executive	Salary	Gratuity or Performance Incentive	Travelling Allowance or Value of Assignment of Motor Vehicle	Pension or Other Retirement Benefits	Other Allowances	Non- Cash Benefits	Total
	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)
Secretary/Manager	8,982,954.54	2,245,738.64	815,263.36				12,043,956.54
Total	8,982,954.54	2,245,738.64	815,263.36	0	0	0	12,043,956.54

Notes:

CASINO GAMING COMMISSION DIRECTORS COMPENSATION

For Year Ended March 31, 2019

Position of Director	Fees (\$)	Motor Vehicle Upkeep/Travelling or Value of Assignment of Motor Vehicle (\$)	Honoraria (\$)	All Other Compensation including Non-Cash Benefits as applicable (\$)	Total (\$)
Chairman	24,000				24,000
Commissioner 1	7,000				7,000
Commissioner 2	35,000				35,000
Commissioner 3	21,000			45,000	66,000
Commissioner 4	33,000		•		33,000
Commissioner 5	33,000				33,000
Commissioner 6	24,000		0.5 0.5 34 1		24,000
Total	177,000	0	0	45,000	222,000