

Pascoe Vale RSL Sub-Branch Incorporated

RSL Responsible Gambling Code of Conduct

March 2009



Gambling Code of Conduct

This RSL Sub-Branch is committed to the objects and purposes of the Returned & Services League. Such objects include the care and assistance of veterans and their families, and involvement and commitment to the members of the local community. The Sub-Branch accepts the responsibility for the care of its members and visitors to the Sub-Branch, including the responsible supervision of gambling and associated activities. The following is the Sub-Branch's Responsible Gambling Code of Conduct.

1. Venue commitment to Responsible Gambling

Responsible gambling in a regulated environment is when consumers have informed choices and can exercise a rational and sensible choice based on their circumstances. It means a shared responsibility with collective action by the gambling industry, government, individuals and communities.

The Sub-Branch commits to this policy as part of its commitment to the care of its members and the community.

This message is displayed at the entrance to the gaming room and/or at the cashier's station in the gaming room. The message is also displayed in the Sub-Branch where Club Keno is sold.

2. Availability of the Code of Conduct

This Code will be made available in written form, including in major community languages, to customers upon request. A sign advising customers of this is displayed at the gaming room entrance or the cashier's station in the gaming room.

The Code will also be available in community languages at the Returned & Services League of Australia (Victorian Branch) Inc. website being www.rslvic.com.au

Languages will include:

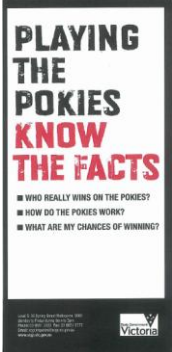
- Greek
- Italian
- Vietnamese
- Chinese
- Arabic
- Turkish
- Spanish

3. Responsible Gambling Information

This RSL Sub-Branch displays responsible gambling information in a range of forms, including brochures, posters, and Electronic Gaming Machine (EGM) on-screen Player Information Displays (PIDs).

Examples include:

(a) How to gamble responsibly



PLAYING THE POKIES KNOW THE FACTS

WHO REALLY WINS?
HOW DO THE POKIES WORK?
WHAT ARE MY CHANCES OF WINNING?

WHO REALLY WINS?

Poker machines are a form of entertainment that you pay to use. The longer you play a poker machine, the more likely you are to lose all the money you have put in the machine.

FACTS: The result of each game is entirely random and not affected by anything going on around you. The games has no way of knowing the amount of times the machine occurs.

FACTORS: The size machine games machines are playing not to affect your play patterns.

FACTS: The number what you do, the computer program determines the result and not change. The machine responds only to your pushing the button.

FACTS: This can influence the outcome of a game by tracking the other machines in nearby machines in a machine way.

FACTS: The number what you do, the computer program determines the result and not change. The machine responds only to your pushing the button.

FACTS: This can influence the outcome of a game through manipulation by machine thought.

FACTS: The number what you do, the computer program determines the result and not change. The machine responds only to your pushing the button.

FACTORS: The size machine games machines are playing not to affect your play patterns.

FACTS: The result of each game has no bearing on the result of your next game. It is always for poker machines to chance to have returned to games or previous outcomes. Poker machines cannot react to the frequency of wins or losses. The games operate randomly at all times so neither how many wins or losses have occurred in the past.

WHEN YOU'RE PLAYING THE POKIES, THE ONLY THING YOU CAN CONTROL IS YOU.

HOW DO GAMING MACHINES WORK?

IT'S NOT YOU WHO CAN'T INFLUENCE THE MACHINES that poker machines in Victoria have the 'mind' of these machines. Each time you play a poker machine, the computer program controls which symbols appear. Making you feel like you can influence the symbols that appear.

The computer's choice of symbols is entirely random and not related to any other. The symbols chosen for each reel is also determined independently of each other reel.

THE MACHINE IS NOT 'GUILT TO PAYOFF'

Poker machines are subject to the frequency of wins or losses. The games operate randomly at all times so neither how many wins or losses have occurred in the past.

A machine that has not paid out for some time has no higher chance of paying out in the next.

Making you feel like you can influence the symbols that appear when the reels stop spinning.

THE POKIES MACHINE IS THE WINNER

The return to player (RTP) is the average amount won by players as a share of the computer amount bet. In the Victorian other machine means that the public need to bet a certain amount of the total amount bet in that year.

It means that the public need to bet a certain amount of the total amount bet in that year.

There is no real-time response for an individual game machine. It is not possible to know the exact odds in any given period of play.

WHAT ARE THE ODDS OF WINNING?

Your chances of winning a large game on a poker machine vary depending on the prize. Smaller prizes have much higher odds and you can expect to see these machines frequently during the course of play. The prospect of a larger win is less likely.

The odds against winning the prizes and odds for a typical poker machine.

IN THE END THE MACHINES WILL WIN.

THE REAL CHANCE OF WINNING.

Prize value to credit	Chance of prize to credit per 1000 credits bet	One chance in
More than 100 credits	1 in 100	100
100 to 100 credits	2 in 100	50
50 to 50 credits	5 in 100	20
20 to 20 credits	10 in 100	10
10 to 10 credits	20 in 100	5
5 to 5 credits	50 in 100	2
1 to 1 credit	100 in 100	1

AT THESE ODDS YOU HAVE TO PLAY SEVEN GAMES IN A ROW TO HAVE A 50:50 CHANCE OF WINNING FOUR CREDITS.

BUT YOU HAVE TO PLAY MORE THAN 2,000 GAMES IN A ROW TO HAVE THE SAME CHANCE OF WINNING 500 CREDITS.

(b) How to make and keep a pre-commitment decision



SET YOURSELF A LIMIT & DO NOT EXCEED IT

FOR MORE INFORMATION PLEASE PICK UP A FREE BROCHURE.



YOU CAN BE AN INFORMED GAMBLER.

Did you know, on most gaming machines in Victoria, you can check-out the odds of winning, see the rules of the game and check statistics about your chances of winning?

They even let you track your play so you can keep an eye on how much time and money you are spending.

PRESS THE **i** BUTTON TO CHECK IT OUT AND MAKE SURE YOUR GAMBLING STAYS FUN.

If you would like more information, please ask gaming machine staff.



DON'T CHASE YOUR LOSSES WALK AWAY

FOR MORE INFORMATION PLEASE PICK UP A FREE BROCHURE.

(c) The availability of support services



LEADING TOWARDS A GAMBLING PROBLEM?

YOUR NEXT STEPS EASIER THAN YOU THINK.

GET MORE INFORMATION ABOUT HOW TO GET HELP FOR PROBLEM GAMBLING. CONTACT GAMBLER'S HELP TO GET HELP INFORMATION. MAKE AN APPOINTMENT TO MEET A COUNSELLOR.

STARTING TO PUT YOUR GAMBLING FIRST?

DO YOU THINK ABOUT GAMBLING EVERY DAY?
DO YOU FEEL YOUR GAMBLING TAKES OVER YOUR LIFE?
DO YOU GAMBLE ALONE?
DO YOU SPEND MORE TIME OR MONEY THAN YOU CAN AFFORD?
DO YOU EVER BORROW MONEY TO GAMBLE?
DO YOU LET BILLS GO UNPAID?
IS GAMBLING AFFECTING YOUR ROLE AT WORK OR AS A PARENT?

If the answer to any of these questions is yes, you may be heading towards a gambling problem.

GAMBLER'S HELP 1800 156 789

THINK OF WHAT YOU'RE REALLY GAMBLING WITH.

Victorian Government Initiative

- (d) The payment of winnings policy

By law, all winnings or accumulated credits of \$1,000 or more must be paid in full by cheque that is not made out to cash. These winnings cannot be provided as machine credits.

- (e) The prohibition on the provision of credit for gambling

The *Gambling Regulation Act 2003* prohibits this venue from providing credit to customers for playing gaming machines.

- (f) The RSL Sub-Branch's self-exclusion program

This RSL Sub-Branch provides a self-exclusion program. For information about the program, customers may speak with the Responsible Gaming Officer/Gaming Duty Manager or pick up a copy of the Self-Exclusion brochure displayed in the gaming room. Material in relation to the self-exclusion shall be made available at the RSL Sub-Branch.

Display screens at the RSL Sub-Branch also periodically show responsible gambling tips and contact information details for problem gambling support services. *(This is only applicable where the RSL Sub-Branch has display screens that are capable of displaying this information.)*

- (g) Further information

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

- How to access the Commonwealth Government's website 'Understanding Money' www.understandingmoney.com.au
- How gamblers and their families or friends can find gambling support services and self-exclusion programs and the State Government's problem gambling support website www.problemgambling.vic.gov.au

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



Club Keno game rules are available for inspection at each Club Keno sale location (applies only to RSL Sub-Branches where Club Keno is sold).

Club Keno Game Guides including 'How to Play' instructions are available at each Club Keno sales point (applies only to RSL Sub-Branches where Club Keno is sold).

5. Pre-commitment Strategy

This RSL Sub-Branch encourages customers who play Electronic Gaming Machines (EGMs) to set a time and money limit according to their circumstances. Signs in the gaming room and on EGMs recommend that a member or visitor set a limit and keep to it.

All EGMs at the RSL 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 venue staff and in the Player Information Display (PID) brochure displayed in the RSL Sub-Branch.



This RSL Sub-Branch also displays signs and brochures in the gaming room with information on the triggers that can lead to overspending. These include:

- i. Gambling every day or finding it hard to stop at closing time.
- ii. Gambling for long periods, that is, for three hours or more without a break.
- iii. Avoiding contact while gambling, communicating very little, barely reacting to events going on around the player.
- iv. Trying to borrow money from staff or other customers or continuing to gamble with the proceeds of large wins.
- v. Aggressive, anti-social or emotional behaviour while gambling.
- vi. Trying to win back what has been lost.
- vii. Gambling when feeling stressed or unhappy.
- viii. Losing control because of too much alcohol.

6. Interaction with Customers

The staff at this RSL Sub-Branch are committed to providing consistently high levels of customer service, including being constantly aware of its members or visitors and the RSL Sub-Branch's responsibility towards Responsible Gambling.

This RSL Sub-Branch has a nominated Responsible Gambling Officer. A person who approaches a staff member and asks for information on problem gambling services or indicates a problem with their gambling will be directed to the Responsible Gambling Officer / Gaming Duty Manager for assistance.

The RSL Sub-Branch in interacting with customers shall do so in a sensitive manner and have due regard to the privacy of such persons.

A customer displaying signs of distress or unacceptable behaviour will be approached by a staff member who will offer assistance. These signs may include, but not be limited to:

- A person either gambling every day or finding it difficult to stop gambling at closing time;
- Gambling for extended periods. That is, gambling for three hours or more without a break;
- Avoiding contact while gambling, communicating very little with anyone else, barely reacting to events going on around them;
- Making requests to borrow money from staff or other customers or continuing to gamble with the proceeds of large wins;
- Displaying aggressive, anti-social or emotional behaviour while gambling.

This assistance may take the form of:

- Staff interacting with the customer and encouraging them to take a break from the gaming machine;
- Staff ordering the customer some refreshments (eg. Cup of tea or coffee) in a quieter, more private part of the gaming venue.

If the behaviour could be due to problem gambling, the customer will be referred to the Responsible Gambling Officer.

Contacts with customers by the Responsible Gambling Officer are recorded in a Responsible Gambling Incident Register and include action taken. This register is covered by the Privacy Act. Details to be included in the incident register include:

- The date and time of the incident;
- The name(s) of the staff member(s) involved;
- The name of the customer involved (if available);
- An outline or overview of the incident;

- Action taken by staff (eg: the provision of Gambler's Help/Self Exclusion information);

7. RSL Sub-Branch Employees Gambling Policy

Off-duty employees at the Pascoe Vale RSL Sub-Branch may gamble at the Sub-Branch premises provided they are not in uniform and not wearing their gaming licence identification and have been absent from the Sub-Branch premises since their last rostered shift

Each year responsible gambling professional development sessions for staff are held in conjunction with the local Gambler's Help service. Information about responsible gambling and problem gambling support services and this Code is included in the package received by staff members when they start employment.

In the event of a staff member showing signs of problem gambling, the RSL Sub-Branch shall actively arrange for the employee to receive professional and other such appropriate support, and shall actively encourage the employee to take advantage of such professional support.

8. Problem Gambling Support Services

The RSL Sub-Branch is committed to maintaining strong links with local problem gambling support services. Senior staff from this RSL Sub-Branch will meet regularly with the local Gambler's Help.

- Examples of these meetings may include:
 - Holding annual staff training session, run by the local Gambler's Help service;
 - Twice yearly meetings between the RSL Sub-Branch/Manager and the Gambler's Help service.

Details of these meetings will be kept in a Responsible Gambling Folder/Register to be located in the Gaming Room. The meeting details must include:

- Time and date of the meeting;
- Attendees at the meeting;
- Topics discussed;
- Outcomes/action items from the meeting;
- Next meeting date.

9. Customer Complaints

A member or visitor with a complaint about the operation of this Code of Conduct should make it in writing directly to the RSL Sub-Branch management. All complaints will be checked by the RSL Sub-Branch manager to make sure that they are about the operation of this Code. Complaints about customer service or machine operations should go directly to the RSL Sub-Branch manager / staff on duty. RSL Sub-Branch staff will assist customers with this process if asked.

Complaints will be investigated sensitively and as soon as possible.

Complaints will be resolved 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, you will be informed of the reasons;
- During the investigation of your complaint the Venue Manager may seek information from the staff member concerned on the subject of the complaint;
- The Venue Manager will seek to establish whether you have been treated reasonably and in accordance with the Responsible Gambling Code of Conduct;
- If your complaint is substantiated, the Venue Manager will inform you of the action that is to be taken to remedy the problem;
- You will always be informed of the outcome of your complaint;
- Complaint details will be maintained in the Responsible Gambling Folder/Register;
- Information about the complaints will be provided to the VCGR if requested.

If a complaint cannot be resolved at the venue it goes for mediation to 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. The mediator will then contact both parties to facilitate a resolution. These forms are also available at this venue.

Note: complaints sent to this independent body for mediation may be expensive. All parties are urged to attempt to resolve the matter at the venue level before going to professional mediation.

Documentation regarding all complaints (both valid and invalid) against the code must be maintained in the Responsible Gambling Folder/Register for access by the VCGR as required.

10. Minors

Gambling by minors is prohibited. Signs are located at every gaming room entrance banning minors from entering the room. Staff must ask for proof of age if they are uncertain whether a person is at least 18. If this cannot be produced, the person must be asked to leave the RSL Sub-Branch.

11. Gambling Environment

To ensure that people are aware of the passage of time, clocks are located in all major areas of the RSL Sub-Branch and staff will include a statement regarding the time of day when making announcements of Sub-Branch activities.

Activities may include:

- Announcing that morning tea is available;
- Announcing a member's draw;
- The commencement of activities such as morning melodies, exercise classes, and other activities conducted at the Sub-Branch;
- The conduct of Stand To by the RSL Sub-Branch at 6:00pm.

Clocks are in all major areas of the venues so customers know time is passing. Staff will mention the time when making announcements about venue activities.

12. Financial Transactions

This RSL Sub-Branch does not cash cheques from members and visitors.

A sign stating this is displayed at the cashier's station in the gaming room.

Winnings below \$1,000 from gaming machines at this RSL Sub-Branch can be paid by cash and/or cheque. For winnings or accumulated credits of \$ 1,000 or more, the entire amount must, by law, be paid by cheque. These winnings or accumulated credits cannot be provided as machine credits.

A Prize Payment Register is maintained in the gaming room.

13. Advertising and promotions

Unaddressed advertising of Electronic Gaming Machine (EGM) gambling products is prohibited in Victoria.

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

Each prospective advertisement and promotion will be checked against a checklist developed from the AANA Code of Ethics to ensure compliance.

Further this venue will ensure that our advertising materials will:

- Not be false, misleading or deceptive about odds, prizes or the chances of winning;
- 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;
- Have the consent of any person identified as winning a prize prior to publication.

14 Implementation of the Code

The Code is part of the induction information given to all new staff when they start employment. Staff members employed when the Code was introduced have received training about its purpose, contents and procedures.

Matters raised by staff or customers about the Code should go to the Responsible Gambling Officer/Duty Manager for attention.

Staff members who effectively implement and adopt the practices in the Code will be recognised by venue management.

All members of the Sub-Branch Committee shall be provided with the same information and the same induction as is received by the Sub-Branch employees.

15. Review of the Code

This Code is reviewed annually to ensure that it complies with the Gambling Regulation Act in addition to any other relevant Ministerial directions. The review seeks feedback from all relevant stakeholders, including the Committee of the Sub-Branch, the Sub-Branch staff, and problem gambling support services.

Required changes will be noted and then implemented where possible. Any changes will be recorded in the venue's Responsible Gambling Folder/Register.