



**GBG Members Teams Meeting held on  
Wednesday 12th July 2023 at 11.00 pm**

In attendance

- |                                  |                                    |
|----------------------------------|------------------------------------|
| Peter Hannibal - Chair           | Gary Davies (HMRC) First item only |
| Steve Sharp (GBG)                | Howard Gant (IHL)                  |
| Amanda Fry (GBG)                 | Craig Taylor (Inseinc)             |
| Charlotte Meller (GBG)           | Joshua Holt (Inseinc)              |
| Andrew Mason (Betsmart)          | Lee Jefferson (Inseinc)            |
| Steve Brownlow (Bpops)           | Aras Kaplan (Leisure Electronics)  |
| Sam Moore (Buzz Bingo)           | Peter Fagg (NRM)                   |
| Mike Douglas (Buzz Bingo)        | Dean Gourlay (Oktopay)             |
| Simon Reynolds (Buzz Bingo)      | Brian Jamson (Roadchef)            |
| Andrew Rushworth (Crown Leisure) | Ewen MacGregor (TLT)               |
| Graham Glanfield (Game Nation)   | Paul Deed (GPT)                    |
| Stuart Green (Game Nation)       | Pete Paddick (Flote)               |
| James Gordon (Henham)            |                                    |

	<u>ACTIONS</u>
<p><b><u>Presentation by Gary Davies (HMRC) – National Minimum Wage (NMW) within the Betting and Gaming Sector</u></b></p> <p>PH introduced Gary Davies from HMRC who discussed the NMW within the Betting and Gaming Sector</p> <p>GD stated that HMRC will be carrying out Compliance checks for the Gambling sector within the next few weeks and stressed that it's not just about pay rates – the key issues and pitfalls relate to the employment calculations.</p> <p>Typical areas of failure in relation to NMW include:</p> <ul style="list-style-type: none"> <li>• Unpaid working time (eg opening the AGC a few minutes early, staying on to empty machines etc)</li> <li>• Rounding up (eg a person arrives a few minutes after their 9am start time but they only get paid from 9.15am)</li> <li>• Training – (unpaid training time, especially if staff asked to complete e learning at home)</li> <li>• Deductions – (eg reduced price staff meals which is deducted from pay)</li> </ul> <p>HMRC will look back at 6 years and fines for non-compliance are 200% of the NMW underspend and the company will be publicly named.</p>	

	<p>He will be sending CM some advice and common risks which will be circulated to our members on receipt, in the meantime further information can be found on the HMRC website:</p> <p><a href="https://www.gov.uk/guidance/calculating-the-minimum-wage">https://www.gov.uk/guidance/calculating-the-minimum-wage</a></p> <p>and this link to a list of recorded webinars that have taken place</p> <p><a href="https://www.gotostage.com/channel/aec820cc492f4f449f1f319418a346b3">https://www.gotostage.com/channel/aec820cc492f4f449f1f319418a346b3</a></p>	
1	<p><b><u>Introduction, Apologies &amp; Declarations of Interest</u></b></p> <p>PH welcomed everyone to the GBG Members meeting. Apologies for the meeting were noted. There were no declarations of interest.</p> <p>PH asked if everyone had any objections to the meeting being recorded to help with the minutes – there were no objections.</p>	
2.	<p><b><u>Matters brought forward from the last meeting – 19th April 2023</u></b></p> <p>3(iii) Reporting known suicides – The GBG’s submission to the GC consultation is on the members’ area of the website</p> <p>5. CM – IOL Publications – GBG has written an article for the summer LINK magazine and Adam Hodges (Game Nation) will feature in the autumn edition</p>	
3.	<p><b><u>Presentation by Ewen Macgregor (TLT) – Key points re the Protect Duty</u></b></p> <p>EM went through his presentation which is attached to these minutes – some key links are below</p> <p>Link to Protect UK website <a href="https://www.protectuk.police.uk/">https://www.protectuk.police.uk/</a></p> <p><a href="#">Protect UK</a>  <a href="#">Terrorism (Protection of Premises) Draft Bill</a>  <a href="#">Explanatory Notes to Draft Bill</a>  <a href="#">Draft Standard Terrorism Evaluation</a>  <a href="#">Draft Standard Terrorism Evaluation Guidance</a></p> <p>AM of Betsmart Consulting stated that there is a ProtectUK app as well (at least for iPhone) in which you can set up to receive alerts etc. on status updates which he has found slightly easier to use than the website.</p>	Presentation Attached
5.	<p><b><u>Update from GBG Board Meeting</u></b></p> <ul style="list-style-type: none"> <li>• Kiren Sull (DCMS) attended the Board Meeting and discussed the summer consultations - the details of which were circulated in the GBG newsletter dated 5 July</li> <li>• The Board discussed the DCMS request for machine data and the information has been circulated to the Machines Group.</li> <li>• GBG will be hosting the High Street Hub again at ICE 2024 and we are looking at varying the format across the 3 days. Members to share any thoughts with PH</li> </ul>	

	<ul style="list-style-type: none"> <li>• PH explained the work the GBG is doing with Fact Checking. Far too much research and documentation being published of late is anti-gambling and to counter this, the GBG has been working with Regulus Partners and Concise Media on calling this out when it happens.</li> <li>• When the consultation paper is published, we will reconvene our various working groups and also hold a bespoke/dedicated meeting of this group.</li> </ul>	
6.	<p><b><u>Henham Update</u></b></p> <p>JG gave a political and policy update and the slides are attached to these minutes</p> <ul style="list-style-type: none"> <li>• Increase on Regulatory Reform in Westminster</li> <li>• Post Brexit stagnation has pushed Regulatory Reform up the political agenda</li> <li>• Increasing calls to address systemic regulatory underperformance</li> <li>• Maintaining consumer protections whilst removing the constraints on growth and innovation in key sectors</li> <li>• Over past 6 months GBG has been contributing to the debate. PH attended the Launch of the Regulatory Reform Group</li> </ul>	Presentation attached
7.	<p><b><u>General Comms Update</u></b></p> <p>CM stated</p> <ul style="list-style-type: none"> <li>• Continue to put out fortnightly newsletters with GBG email Bulletins in- between for quicker information and if we are sending out attachments</li> <li>• GBG emails have been going into some Members' junk boxes – please set a rule to allow emails from GBG and keep an eye on your junk box.</li> <li>• If there are areas for improvement in how we communicate with our members please let us know</li> </ul>	Everyone
8.	<p><b><u>Any Other Business</u></b></p> <p>No other business.</p>	
7.	<p><b><u>Date of next meeting</u></b></p> <p>The date of the next Teams meeting is <b><u>Wednesday 11<sup>th</sup> October 2023 at 11.00 am</u></b>. AF will send out a calendar invite</p> <p><b><u>Proposed dates for 2024</u></b>  Wed 17<sup>th</sup> January  Wed 20<sup>th</sup> April  Wed 10<sup>th</sup> July  Wed 9<sup>th</sup> October</p>	

Meeting finished 1155