

**ANNEX 1**

**GEL Classification Matrix**

Classification	General Description	Gaming Area					Back of House		Corporate Office
		Tables	Machines (Slots and Electronic Games)	Security	Surveillance	Treasury	Support Services (housekeeping, marketing, entertainment, etc.)	Admin.	
Executive	<ul style="list-style-type: none"> <li>- manages the affairs of an organization</li> <li>- has the authority to make decisions within specified bounds</li> <li>- provides leadership to managers, supervisors and professional staff</li> <li>- heads a specific discipline (i.e. department)</li> </ul>	<ul style="list-style-type: none"> <li>- heads the gaming sector of the organization</li> <li>- is responsible for all gaming activities of the establishment</li> </ul>	<ul style="list-style-type: none"> <li>- heads the slot machine or EGM group</li> <li>- is responsible for all electronic activities of the establishment</li> </ul>	<ul style="list-style-type: none"> <li>- heads the Security group</li> <li>- is responsible for all security concerns of the establishment</li> </ul>	<ul style="list-style-type: none"> <li>- heads the Surveillance team</li> <li>- is responsible for all surveillance functions of the establishment</li> </ul>	<ul style="list-style-type: none"> <li>- heads the entire Treasury Section</li> <li>- is responsible for all the its activities in the establishment</li> </ul>	<ul style="list-style-type: none"> <li>- heads a discipline, department, branch or site</li> <li>- is responsible for the achievement of the department's goals</li> </ul>	<ul style="list-style-type: none"> <li>- heads a discipline, department, branch or site</li> <li>- is responsible for the achievement of the department's goals</li> </ul>	<ul style="list-style-type: none"> <li>- heads a discipline, department</li> <li>- is responsible for the achievement of the department's goals</li> </ul>
Managerial	<ul style="list-style-type: none"> <li>- has the prerogative to lay down and execute</li> </ul>	<ul style="list-style-type: none"> <li>- oversees several gaming pits</li> <li>- directs and</li> </ul>	<ul style="list-style-type: none"> <li>- oversees several or all areas with machines per</li> </ul>	<ul style="list-style-type: none"> <li>- oversees several or all gaming areas including (slot</li> </ul>	<ul style="list-style-type: none"> <li>- oversees several or all surveillance coverage</li> </ul>	<ul style="list-style-type: none"> <li>- oversees activities in several cages</li> <li>- directs and</li> </ul>	<ul style="list-style-type: none"> <li>- oversees activities and tasks of a whole team</li> </ul>	<ul style="list-style-type: none"> <li>- oversees work of several supervisors</li> </ul>	<ul style="list-style-type: none"> <li>- oversees work of several supervisors</li> </ul>

	management policies - manages supervisors and professional employees - usually in the officer level position - includes the deputy head of a discipline/ department	handles supervisors	shift - directs and handles supervisors	machine/EGM sections) - directs and handles supervisors	areas - directs and handles supervisors	handles supervisors		of related sections	of related sections
Supervisory	- oversees the work of several subordinates - recommends managerial actions if the exercise of such authority is not merely routine or clerical in nature but requires independent judgment - monitors and regulates employees in their assigned tasks	- oversees operations of several gaming tables and corresponding rank and file personnel	- oversees operations of several areas with machines and corresponding rank and file personnel	- oversees security procedures in several areas - supervises security staff	- oversees surveillance procedures for designated areas of coverage - supervises surveillance staff per shift	- oversees treasury functions of a cage with several cashier windows - supervises Treasury staff	- supervises staff and provides support service - heads a particular section	- supervises several subordinates, - heads a particular section	- supervises several subordinates - heads a particular section
Rank & File	- performs routine	- mans a gaming table	- attends to several	- performs routine tasks	- performs routine tasks	- mans cage/teller/	- performs routine	- performs routine	- performs routine

	assignments - uses existing procedures to solve standard problems - receives instructions, guidance and directions from others		machines	in assigned area	during duty hours	cashier's booth; - conducts manual and clerical duties for the site's Treasury Section	functions, basically clerical, manual and mechanical	functions, basically clerical or manual	functions, basically clerical, manual and mechanical
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