



WHEREAS:

- A.** The IBA intends to obtain security services to protect its (i) premises, (ii) property, (iii) personnel, (iv) students & residents, etc. whenever & wherever the security services (hereinafter the "Security Services") required wherever including at the specified locations of IBA, i.e. Main Campus, City Campus, Boys' Hostels, Girls' Hostels, Staff Town, North Nazimabad plot etc. The identified location(s) can be withdrawn or might be added at the discretion of the IBA.
- B.** The "SERVICE PROVIDER" is experienced in providing security services to the industrial units and other organizations and has offered to provide Security Services to IBA and the IBA has accepted the offer subject to the terms and conditions of this Agreement.

NOW THIS AGREEMENT WITNESSETH and, notwithstanding any previous understandings and exchange of communications between the Parties, it is hereby agreed and declared as under:

Article I:

SCOPE OF SERVICES

The "SERVICE PROVIDER" hereby agrees as follows:

- i. That it shall provide the Security Services to IBA at all times during the continuance of this Agreement.
- ii. That it hereby confirms that it has valid and enforceable license to operate as a security provider "SERVICE PROVIDER".
- iii. That it shall provide the Security Services wherever (within Pakistan) and whenever the same are required by IBA.
- iv. That it shall make all the arrangement which are necessary to fulfill its obligations under this Agreement and to provide Services to IBA in this regard.
- v. That it shall provide the security personnel as mentioned in the below table (but not limited to):

Sr #	Categories	Est Qty	Job Specification
A Guards			
1	Armed Security Guards (Ex-Serviceman)	1	As mentioned in the Technical document Clause 5(II)d
2	Unarmed Security Guards (Trained Civilians)	10	As mentioned in the Technical document Clause 5(II)f
3	Armed Security Guards (Trained Civilians)	72	As mentioned in the technical document Clause 5(II)e
4	Armed Security Guards (Ex Commandos from Pak Army, Navy or Air Force)	3	As mentioned in the Technical document Clause 5(II)a
B Supervisors			
5	Assistant Security Supervisor	4	As mentioned in the technical document Clause 5(II)c
6	Campus Security Supervisor	8	As mentioned in the technical document Clause 5(II)b
C Searchers / Receptionist			
7	Lady Searchers	6	As mentioned in the technical document Clause 5(II)g

- vi. That it shall ensure that the Security Personnel must be available to IBA round the clock, however, the "SERVICE PROVIDER" may divide into three shifts comprising 8 hours each. However, in case a guard is deployed on overtime, the total cost of overtime will be paid to the security guard and the company will not deduct any



- service or other charges from the guard. No leave will be admissible to security Agency / Firm security staff/guards during the period of their deployment.
- vii. Overtime (where applicable) to the Guards will be given at Rs. 6,000/- per month.
- viii. There will be four (4) monthly and twelve (12) annual leaves allowed for each security guard. However, "The Service Provider" will provide a reliever for each guard without extra cost to IBA.
- ix. That it shall intimate in writing to IBA the name, identity, and timing of duty of each Security Personnel before 48 hours of such Security Personnel's duty/shift.

1. MINIMUM STANDARD OF SECURITY PERSONNEL:

Personnel must be Pakistani by birth, possess CNIC and not have any criminal record. The following are the minimum standard of Security Personnel required by the IBA:

a. Armed Security Guard (Ex-Commandos):

- i. Educational qualification minimum Matriculate.
- ii. Ex-SSG Commando from the Armed Forces of Pakistan.
- iii. Should be qualified Army Commando Course.
- iv. The minimum service in SSG should be 10 years.
- v. Field Experience should be a minimum of 5 years.
- vi. Should be able to handle security situations/related matters.
- vii. Medically / physically fit with medical Category "A".
- viii. Preferably from fighting arms like Infantry or Navy Marines with clean conduct sheet.
- ix. Should be able to communicate in Urdu.
- x. Age should not be more than 55 years.
- xi. Experience of serving in an educational institution or similar place will be preferred.

b. Campus Security Supervisor:

- i. Experience from the Armed Forces of Pakistan or civil armed forces should be a minimum of 5 years.
- ii. Educational qualification minimum matriculate or above.
- iii. Should be able to communicate in Urdu.
- iv. Medically / physically fit with medical Category "A".
- v. Preferably from fighting arms like Infantry or Navy Marines with clean conduct sheet.
- vi. Age not more than 55 years.
- vii. Relevant Experience of serving in an educational institution or in any reputed organization must be 5 years.
- viii. Certifications in fire and fighting will be preferred.
- ix. Should be able to communicate with law enforcement agencies.
- x. Excellent knowledge of security protocols and procedures.
- xi. Excellent management and supervisory skills.
- xii. Should be able to provide training on security policies.
- xiii. Should be aware of the weapons handling.
- xiv. Should have experience of event management, parking, VVIP protocols.
- xv. Should be aware of the close circuit television operating & monitoring.

c. Assistant Security Supervisor:

- i. Experience from Armed forces of Pakistan or civil armed forces should be minimum 3 to 5 years.
- ii. Educational qualification minimum matriculate or above.
- iii. Should be able to communicate in Urdu.
- iv. Medically / physically fit with medical Category "A".
- v. Preferably from fighting arms like Infantry or Navy Marines with clean conduct sheet.
- vi. Age not more than 55 years.
- vii. Relevant Experience of serving in an educational institution or in any reputed



organization must be 2 years.

d. Armed Security Guard (Ex-Serviceman):

- i. Retired Sepoy or L/Naik or equivalent rank from Armed forces of Pakistan or civil armed forces.
- ii. Educational qualification minimum Matriculate.
- iii. Should be able to communicate in Urdu.
- iv. Medically / physically fit with medical Category "A".
- v. Preferably from fighting arms like Infantry or Navy Marines with clean conduct sheet.
- vi. Age not more than 55 years.
- vii. Experience of serving in an educational institution or similar place will be preferred.
- viii. There should be no criminal record/Firs.

e. Armed Security Guard (Trained Civilian):

- i. Educational qualification should be minimum Matriculate.
- ii. Preferably from fighting arms like Infantry or Navy Marines with clean conduct sheet.
- iii. Relevant experience of 1 year must be in any reputed organization.
- iv. There should be no criminal record/Firs.
- v. Medically / physically fit with medical Category "A".
- vi. Should be able to communicate in Urdu.
- vii. Age not more than 55 years.
- viii. Experience of serving in an educational institution or similar place will be preferred.

f. Unarmed Security Guard (Trained Civilian):

- i. Educational qualification should be minimum Matriculate.
- ii. Preferably from fighting arms like Infantry or Navy Marines with a clean conduct sheet.
- iii. Relevant experience of 1 year must be in any reputed organization.
- iv. Medically / physically fit with medical Category "A".
- v. Should be aware of weapons.
- vi. There should be no criminal record/Firs.
- vii. Should be able to communicate in Urdu.
- viii. Age not more than 55 years.
- ix. Experience of serving in an educational institution or similar place will be preferred.

g. Lady Searcher

- i. Educated with minimum Intermediate qualification.
- ii. Computer literate with proficiency in MS Office etc.
- iii. Age between 20 to 45 years.
- iv. Experience of 02 to 03 years working in a similar capacity in any large organization, preferably in an educational institution.
- v. Should be able to communicate in Urdu and English.
- vi. Should know public safety and security procedures/protocols.



3. CONTRACT PERIOD:

The period of this Agreement will be for 12 months which commence from January 16, 2025 to January 15, 2026. This Agreement may be extended for another term of one year or suitable period thereof on mutual consent of the Parties i.e. vendor and vendee on same terms & conditions.

4. FINANCIAL CLAUSES:

- i. 5% Performance Security Deposit of the total cost of services for 12 months to be deposited by the "SERVICE PROVIDER" within seven days of signing of this Agreement.

- ii. Payment for rendered Security Services will be made to the security Agency / Firm on the completion of each month based on actual attendance/duties performed by Security Personnel during the relevant month. The security Agency / Firm will submit services bill to Security Office IBA Karachi Main Campus between the 8th to the 10th day of each month for the previous month. After scrutiny of bill by security office, same will be forwarded to IBA Finance Office for payment.
- iii. All applicable tax(es) will be borne by the Service Provider.
- iv. No sub-letting/sub-contracting of Security Services in any form is allowed.
- v. Stamp duty of 0.35% for Services against total value of Work will be levied accordingly and must be submitted with each invoice separately.
- vi. The "SERVICE PROVIDER" shall provide Clearance/Registration certificate from relevant authorities i.e. Provincial / Federal / Home Department and Interior Ministries, APSAA etc.
- vii. No escalation of rate and amount at any stage after approval of tender cost shall be accepted during the period of contract. However, escalation in charges may be revised for extended period with due approval & consent of IBA.
- viii. No increase in the value of services will be accepted on account of either unit amount, total cost, any and all other charges, duties, taxes (except services tax), scope of services and / or any other head of account shall not be allowed, after award of Security Services tender for period of one year.
- ix. Breakdown of emoluments (charging for one Security Personnel from IBA) must be given to IBA by the "SERVICE PROVIDER" ensure that the Security Personnel are given declared amount of pay by 5th of each month positively. IBA, Karachi reserves the right to deduct 2.5% of the current monthly bill as penalty if security personnel are not paid by 6th of each month.
- x. The salary structure, emoluments paid to the Security Personnel contacted to IBA, Karachi – should be consonant with prevalent Government policies and generally practiced market rates.
- xi. In case guard is employed on overtime, the total cost of overtime will be paid to the security guard and the "SERVICE PROVIDER" will not deduct any service or other charges from the guard.
- xii. Biometric attendance is a mandatory requirement to reflect attendance against each staff deputed at IBA.
- xiii. Any additional manpower required over and above the quantity mentioned in scope of work will be charged at the same rate. Whenever required, THE SERVICE PROVIDER will interchange the manpower from existing trades mentioned in the "Category" as per the requirement of IBA.
- xiv. Advance Payment shall only be made against the submission/furnishing of Bank Guarantee of any Nationalized Bank in favor of IBA, Karachi
- xv. IBA may hire/rental additional security equipment by / through the "SERVICE PROVIDER" & charges would be paid duly approved by the authority, on submission of quotation(s) / bill(s) / invoice(s).
- xvi. This Agreement shall also be governed by all terms & clauses of Sindh Public Procurement Regulatory Authority ("SPPRA").
- xvii. Payment will made on monthly basis after receipt of Invoice and submission of attendance record (through biometric attendance machine) and satisfactory service advice.
- xviii. Payments by IBA shall be made subject to Withholding Tax and other Government levies, in accordance with law.
- xix. Liquidated damages 2% per month of the total contract amount will be imposed on delayed delivery.



5. OPERATIONAL REQUIREMENTS:

- i. The Security Agency / Firm will be responsible for security clearance and character verification of the Security Guard posted to IBA from the Police, APSAA & NADRA.

- ii. The Security Agency/Firm will be responsible for providing attested photocopies of arms/ammunition valid license along with an authority letter for carrying same by their security guards while performing duty at IBA Karachi.
- iii. During duty hours, Security Personnel/ Guards must wear proper and complete uniforms with their Agency / Firm identity card. They are to have a Photocopy of C.N.I.C.
- iv. The Security Agency / Firm ensures that Security Guards must be a Pakistani National and have valid CNIC.
- v. Security Agency / Firm to ensure that their Security Personnel/ Guard(s) is not involved in any criminal, terrorist, racial, religious, or sectarian activities. Politically motivated individuals also avoid being deployed. All deployed security guards must be disciplined and law-abiding nationals of Pakistan with clean conduct sheets.
- vi. The IBA reserves the right to remove any or all Security Staff / Guard(s) if found involved in any criminal/ undesired activity or create harassment or disturbance among staff and students etc.
- vii. In case of complaint, the security Agency / Firm will be responsible for replacing/removing Security Guards/ Personnel at their own expense without delay. If the guard reports late by more than half an hour, a half-day salary will be deducted from the Agency / Firm amount. In case of re-deployment of guards on overtime from the same location or any other location equivalent to half day salary will be deducted from the Agency / Firm amount.
- viii. The security personnel / Guards must be of good health, physically fit sound mind and mature in judgment. Preferably in the age bracket of 30 years to 45 years.
- ix. Preference will be given to those guards who possess armed forces or law enforcement department background and have already served in educational institutions.
- x. If any theft damage or loss occurred at the duty place of the Security Guard, the Agency / Firm will be responsible for making payment equivalent to the cost of the damaged item/ theft property etc.
- xi. Security Agency / Firm allows IBA security to use their wireless frequency within IBA (City and Main Campuses) premises without charging an additional amount.
- xii. The Security Agency / Firm would provide extra guards/Lady Searchers as and when required on the same terms and conditions/ rates (per day) as fixed in the contract agreement (equivalent to one-day duty).
- xiii. Security Agency / Firm would provide serviceable weapons to their security
- xiv. Periodical inspection of weapons/equipment is to be arranged/ensured by the Agency / Firm through a qualified technician. No faulty/defective weapon/ammunition is to be given to the deployed security guard.
- xv. Agency / Firm to ensure regular day & night checks of deployed security guards at all locations by Agency / Firm checkers and deployment supervisor. Proper logbook to be maintained by the Agency / Firm at all locations of duty at IBA.
- xvi. The Operation Manager of the Security Agency / Firm must visit IBA Main and City Campuses once in two times to discuss all issues related to the attendance, discipline, performance etc of Security Guards with respective campus Security Coordinators.
- xvii. The agency / Firm would deploy a mixed cluster of people, they should not be of the same cast area or sect. Ethnic/ area proportion in the strength of deployed guards is to be ensured.
- xviii. In case of poor turnout, provision of untrained guards, faulty equipment, and weapons etc, IBA has the right to deduct the amount equivalent to one day's pay of guard for each observation from the monthly bill of the Agency / Firm.
- xix. Guards will maintain their turnout, they will be properly dressed, and trim the moustaches and beards, not keep long hair, wear black shoes of proper pattern. The agency / Firm will issue new uniform items to their guards. The agency / Firm will be responsible for providing whistle (Fox 40), Rechargeable Torch (Waterproof and heavy-duty), raincoats/winter wear to the guards as required.



- xx. Medically / physically fit, guards to be employed who can speak and write Urdu language and read the Urdu newspaper.
- xxi. Guards once provided should not be changed for at least stay for 3 months until & unless asked by the IBA to change him or in case of emergency / ill health – when a substitute guard of identical qualifications is to be provided. Such instances are to be far and few.

A. Training of Security Staff

To maintain and enhance the quality of service, the Security Service Provider will provide training to security guards deployed at IBA at its own cost on the following subjects:

- i. Corporate Security
- ii. Firefighting and rescue
- iii. Firing at ranges (At least twice a year)

B. Guard Dress & Equipment's Requirement

- i. 2x T-shirts with company monogram will be given on 1st May (for the summer season).
- ii. 1x Shirt with company monogram will be given on 1st Nov (for the winter season).
- iii. 1x New winter jackets with company monogram will be given on 1st Oct of every year (during winter season).
- iv. Trousers (Tucked in boots).
- v. Blue Socks (pure cotton)
- vi. DMS (Duty military shoes).
- vii. Cap with company monogram.
- viii. Brass whistle
- ix. Raincoat
- x. Ammunition pouch.
- xi. Pistol pouch (black) for guards carrying pistols.
- xii. Sling for guards carrying repeater, SMG, rifle.
- xiii. Web belt.
- xiv. Flashlight (Black / grey) for night duty. The provision of the battery will be the responsibility of the Security Company.
- xv. Binoculars (For SSG guards only)
- xvi. Handheld wireless communicator set.
- xvii. For Special requirements, guards will wear a Shalwar Qameez (Black/Blue) with Peshawari Chappal(sandal), Belt, Cap and Company's Monogram.
- xviii. Hazmat Equipment, Face mask, Gloves, shield, 450 GSM protection suit

C. Wireless Communication

- i. The Security Company will establish a wireless communication network in both campuses, boys hostel & staff town using their obtained frequency from PTA.
- ii. The Security Company will provide handheld sets to every guard on duty.
- iii. The Security Company will arrange chargers, and spare batteries and will ensure that the wireless link is up 24/7.
- iv. The Security Company will install a base station with a long-range antenna. The base station should be able to communicate with the main campus, staff town & hostels (Boys Hostel & Girls Hostel).

D. Guards Leave with Reliever

There will be four (4) monthly and twelve (12) annual leaves allowed for each security staff. However, "The Service Provider" will provide a reliever for each guard without extra cost to IBA.

E. Guards Deployment Modus Operandi

- i. Before posting a new guard, a brief profile should be emailed to the IBA security



- office and the guard to be present for the security manager's / security executive's interview. No guard will be posted to IBA without proper training by the Agency / Firm. The agency / Firm will issue a certificate with deployment orders to IBA Karachi that posted guards have been thoroughly screened properly trained and groomed by the security Agency / Firm.
- ii. Guards/staff deployed at IBA should not have any blood relationship e.g. son, daughter, nephew, niece, father, or mother with IBA staff or their family / third party staff or their family.
 - iii. Duty will be divided into three shifts comprising 8 hours each. However, extra duty timings/hours, if any performed by the security staff will be adjusted by overtime. No leave will be admissible to security Agency / Firm security staff/guards during the period of their deployment.
 - iv. In case a guard is deployed on overtime, the total cost of overtime will be paid to the security guard and the company will not deduct any service or other charges from the guard.
 - v. The Security Guard will report for duty 15 minutes before the start of duty time, Guards coming late by 15 minutes, will be marked absent; the Agency / Firm will arrange a reliever within the next 30 minutes at their own expense. If the reliever does not arrive on location, IBA has the right to fine the Agency / Firm equivalent to one day's salary of the guard in addition to his actual one-day salary.
 - vi. For swift deployment, the Agency / Firm would use its transport with the view to ensure that no location is left unattended.
 - vii. Security staff deployed in IBA Staff Town / Girls Hostels are required to be more mature, carefully chosen, preferably retired from the Armed Forces and should be in the middle age bracket, in the age bracket of 40 to 55 years.
 - viii. Guards to be directed during night duty not to remove their uniforms/ shoes and switch off the lights of the sentry post/ guardroom. Any guard found sleeping while on duty will be marked absent.
 - ix. Agency / Firm checker must check guards randomly, especially during the night and endorse his remarks in the guard duty checking register & IBA security office logbook.
 - x. Agency / Firm will provide Torches with cell / rechargeable torches to night guards and whistles to all guards on their expenditure, guards those not carrying weapons to have Kotak / stick.
 - xi. The service provider will also provide Ex-Commandos, Lady Guard / Searcher, CCTV Operator, Supervisor Boys Hostel & CCTV Technician as per laid down qualifications.
 - xii. IBA Karachi may ask service providers to deploy their security guards anywhere in Karachi on its premises or detail its guards with IBA Transport when IBA students, faculty, staff etc proceed on any IBA activity/event in the premises of Karachi.
 - xiii. That upon the termination of this agreement the service provider shall be permitted to remove all its devices and equipment which may have been placed by it at the premises from time to time.

F. Administrative Requirements

- i. The agency / Firm would ensure that the guard will not engage/disturb IBA management for their personal or administrative issues; the Agency / Firm must pay their dues by the 5th of each month.
- ii. The agency / Firm shall ensure to fill up the gaps or cover absentee, in normal circumstances, Security Personnel shall not be adjusted from other locations outside IBA. Instead, fresh Security Personnel shall be deployed on duty in such circumstances.
- iii. Guards are entitled to leave on a gazette holiday or will perform overtime as per the requirement.

G. Discipline of Security Staff & Guards

- i. As per IBA Karachi Rules & Regulations and Policy on Discipline.



- ii. In the event of any incident of Security Lapse the agency/firm will provide all assistance in the investigation of the incident and will be obliged to penalize their guard/security person if found guilty.
- iii. The service provider is an independent and all services rendered under this contract are to be performed as such, it is understood that the direction and manner of the performance services of the service provider. Also, the service provider's employees shall be solely within the control of the security provider.
- iv. The service provider shall be solely responsible for payment to its employees' wages, salaries and taxes within the due date through banking channel.
- v. The Personnel provided by the Service Provider to perform Security Services for IBA shall not have a direct employment contract/agreement with IBA. The Security Personnel shall remain be the employees of the "Service Provider" and the Security Personnel shall not form any union, association, society or any organization against or in relation to IBA.

H. Life Insurance / Compliance of Government Labor Policies

- i. The security Agency / Firm shall affect and maintain during the period of this agreement a policy or policies of public liability insurance to cover its Guards / Security Staff for death on duty in an amount not less than Rs. 400,000.00 (Rupees Four Hundred Thousand Only) and indemnity/compensation for an amount of Rs. 200,000.00 (Rupees Two Hundred Thousand only) for any injury to person or damage to property due to negligence of security guard.
- ii. Security Agency / Firm shall ensure compliance of all laws, rules & regulations in respect of labor matters and/or any other laws and labor laws which are applicable to the "Service Provider."
- iii. No security staff / guards under 20 years of age shall be deployed at IBA Karachi.
- iv. Only Pakistani national with valid CNIC. Medically / physically fit Security staff / Guards shall employ in IBA Karachi.
- v. Security Personnel deputed at IBA Karachi by Service Provider must be insured by Employees Old Age Benefits (EOBI) under Rules 1976.
- vi. EOBI registration card to be provided to every deployed guard at IBA within 45 days of signing of this contract.
- vii. Security agency shall provide paid challan of EOBI & SESSI on every quarter, failure to provide the required document would lead to the penalty equivalent to 2% of monthly contract amount.
- viii. Security Personnel deployed at IBA, Karachi by Service Provider must be registered by Sindh Employee's Social Security Institution.
- ix. Security Personnel deployed at IBA, Karachi by Service Provider must be cleared / certified by APSSA.

I. Medical Coverage

Medical coverage, where applicable for the staff & spouse (Hospitalization only) up to Rs 200,000/- per person per year (total cover) should be provided during the contract period through Medical Insurance Company. Accidental, maternity & Covid 19 must be covered.

J. Mobile Phone Allowance

The personnel of categories (A4, B5 & B6) shall be provided monthly Mobile phone allowance @ Rs. 1,500/- in their monthly salary.



K. Weapons & Equipment Need:

Sr. #	Weapon / Equipment	To be carried by	Est. Qty	Remarks
1.	Magazine Shot Gun (12 bores)	Guards	Total 22 Main 17 City 05	The weapon should be new/in good working condition with a license. Spare magazines should be provided with the weapon. Ammunition: Chinese or equivalent.
2.	Pistol (30 bores)	Guards	Total 19 Main 15 City 04	The weapon should be new / in good working condition with a license. Spare magazines should be provided with the weapon. Ammunition: Chinese or equivalent
3.	Pistol (9 mm Made In China)	Supervisor	Total 06 Main 5 City 1	The weapon should be new / in good working condition with a license. The spare magazine should be provided with the weapon
4.	SMG / AK 47 (Cal: 7.62)	SSG Guards *Special service group or commando	Total 02 Main 1 City 1	*AK 47 Chinese or Russian is a costly weapon since it is automatic. As an alternate measure, security companies give a .222 /.223/7mm rifle which looks like AK 47. However, its abilities are inferior and mostly made in the Darra/Tribal area. Spare magazines and Chinese ammunition should be provided with the weapon. Ammunition: Chinese or equivalent.
5.	Rifle 222/223	Guards	Total 08 Main 06 City 02	The weapon should be new/in good working condition with a license. Spare magazines should be provided with the weapon. Ammunition: Chinese or equivalent.
6.	Binocular	SSG Guards	Total 03 Main Campus 01 City 02	Military precision.
7.	Telescope sight with SMG/AK 47	SSG Guards	Total 02 Main 1 City 1	Telescope should be zeroed with the weapon.
8.	Base station Wireless with long range antenna	Different Personnel	Total 05 Main 1 Control Room Main 1 Girls Hostel 1 Boys Hostel 1 City 1	for enabling communications between handheld sets. *The wireless network consists of a base station which is fixed at IBA main gate/ Control room main/ staff town and boys hostel. All handheld sets commonly known as walkie talkie can communicate with the base set. Base set is being operated by the security supervisor to communicate with the guards. Every guard is assigned a call sign for e.g <i>hello call sign 2 message over.</i>



Sr. #	Weapon / Equipment	To be carried by	Est. Qty	Remarks
9.	Handheld walkie-talkie wireless set	All guards	Total 83 Main 65 City 18	With hook to fix with a web belt.
10.	Torch (Rechargeable)	For all Nightguards	Total 14 Main 10 City 04	Waterproof and heavy-duty.
12.	Under vehicle mirror	For vehicle search	Total 12 Main 6 City 6	
13.	Handheld metal detector	For detection	Total 16 Main 10 City 6	Required for checking the visitors at places where walk through detector is not available
14.	Sun Shield/ Umbrella	Both campuses	Total 12 Main 8 City 4	Required for guards performing duty under direct sunlight.
15.	Whistle (Fox 40)	Both campuses	83	Used by guards
16.	Megaphone	Both Campuses	Total: 07 Main 04 City 03	Addressing public gatherings at student events
17.	Metal Detector	Both Campuses	Total: 06 Main 03 City 03	For use at mega-events.
18.	Hazmat Equipment Face mask, Gloves, shield	Both campuses	Total: 70 Main 45 City 25	<ul style="list-style-type: none"> • Face masks should be replaced when they become unserviceable. • Gloves should be replaced when they become unserviceable
19.	Hazmat Equipment 450 GSM protection suit	Both campuses	Total: 20 Main 12 City 08	<ul style="list-style-type: none"> • The suit should be replaced every 15 days or when. Become unserviceable
20.	Handheld Traffic Control Light	Both campuses	Total: 08 Main 04 City 04	<ul style="list-style-type: none"> • For Traffic clearing in mega-events.

Article II

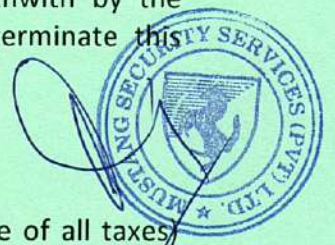
FORCE MAJURE

That in the event of any declared war, enemy action, hostilities, act of God, or any other circumstances (whether or not of a similar nature of the foregoing) which is beyond the control of the "SERVICE PROVIDER" and which causes the substantial interference to perform the Security Services then this Agreement shall forthwith be suspended until such circumstances shall have ceased. Upon the occurrence of such event, IBA shall not be liable to make any payment under this Agreement in respect of such suspension and sum already paid there under of such period shall be refunded forthwith by the "SERVICE PROVIDER" to IBA, further IBA shall also have a right to terminate this Agreement forthwith.

Article III

REMUNERATION

The cost offered by THE SERVICE PROVIDER is Rs. 73,269,129/- (inclusive of all taxes) approx., variation may occur. The cost is inclusive of. Details of services are appended below:



(a) **Weapon / Equipment:**

These weapons and equipment will be required on a rental basis. The rent will be paid every month. The maintenance of these weapons and equipment will be the responsibility of the Security Service Provider.

Sr. #	Weapon / Equipment	Qty	Per month Charges	Annual Amount
1.	Magazine Shot Gun (12 bores) New/ good working condition with a license and Spare magazines Ammunition: Chinese or equivalent	22	Free of Cost	Free of Cost
2.	Pistol (30 bores) New/ good working condition with a license and Spare magazines Ammunition: Chinese or equivalent	19	Free of Cost	Free of Cost
3.	Pistol (9 mm Made In China) New/ good working condition with a license	6	Free of Cost	Free of Cost
4.	SMG / AK 47 (Cal: 7.62) Chinese or Russian .222 / .223/7mm with a license and Spare magazines Ammunition: Chinese or equivalent	2	Free of Cost	Free of Cost
5.	Rifle 222/223 New/ good working condition with a license and Spare magazines Ammunition: Chinese or equivalent	8	Free of Cost	Free of Cost
6.	Binocular Military precision	3	167.00	2,004.00
7.	Telescope sight with SMG/AK 47 Zeroed with the weapon	2	Free of Cost	Free of Cost
8.	Base station Wireless with long-range antenna	5	4,844.00	58,128.00
9.	Handheld walkie-talkie wireless set With hook to fix with a web belt	83	15,000.00	180,000.00
10.	Under vehicle mirror	12	3,750.00	45,000.00
11.	Handheld metal detector	16	8,000.00	96,000.00
13.	Megaphone	7	1,556.00	18,672.00
14.	Metal Detector	6	3,000.00	36,000.00
17.	Handheld Traffic Control Light	8	1,000.00	12,000.00
18.	Walk Through Gates (optional)	4	10,000.00	120,000.00
Total				567,804.00
15% SST (if applicable)				85,170.60
Equipment Rental Total (Part A)				652,974.60



(b) **Remuneration of the Guards and other Security Staff**

Sr	Categories	A	B	C	D = B x C	E = B + D	F = A x E	H = A x D	G = F x 12
		Est. Qty	Monthly est. Remuneration	Commission %	Commission Amount	Total Amount	Monthly Amount	Monthly Commission	Annual Amount
A Guards									
1	Armed Security Guard (Ex-Serviceman)	1	38,000.00	40.00%	15,200.00	53,200.00	53,200.00	15,200.00	638,400.00
2	Unarmed Security Guard (Trained Civilian)	10	37,000.00	39.30%	14,541.00	51,541.00	515,410.00	145,410.00	6,184,920.00
3	Armed Security Guard (Trained Civilian)	72	37,000.00	40.40%	14,948.00	51,948.00	3,740,256.00	1,076,256.00	44,883,072.00
4	Armed Security Guard (Ex Commando from Pak Army, Navy of Air Force)	3	85,000.00	24.80%	21,080.00	106,080.00	318,240.00	63,240.00	3,818,880.00
B Supervisors									
5	Asst. Security Supervisor	4	50,000.00	29.90%	14,950.00	64,950.00	259,800.00	59,800.00	3,117,600.00
6	Campus Security Supervisor	8	65,000.00	27.00%	17,550.00	82,550.00	660,400.00	140,400.00	7,924,800.00
C Searchers									
7	Lady Searcher	6	42,000.00	36.80%	15,456.00	57,456.00	344,736.00	92,736.00	4,136,832.00
Total Amount					113,725.00	467,725.00	5,892,042.00	1,593,042.00	70,704,504.00
SST @10% on commission (D) only									1,911,650.40
Grand Total									72,616,154.40

(c) The monthly invoice will be based on actual deployment of security personnel in each category.

(d) IBA reserves the right to revise salary/wage of the manpower in consultation with the service provider.

Article IV

ARBITRATION:

In case of any dispute, difference or any question which may at any time arise between the Parties hereto or any person claiming under them, arising out of this Agreement shall be referred to the Registrar, of IBA, Karachi and CEO of the "SERVICE PROVIDER" for arbitration/settling of the dispute, failing which the decision of the Court of competent jurisdiction at Karachi shall be binding on the Parties.



Article V

TERMINATION OF THIS AGREEMENT:

a. This Agreement may deem to have been terminated upon reaching its expiry date unless it is extended for a specific period with the written approval of the IBA on same terms and conditions as set out in this Agreement.

b. Either party shall also have a right to terminate this Agreement by giving a thirty (30) days prior written notice to the other.

Article VI:

NOTICES

1 Method of Giving Notices

A notice, consent, approval, or other communication (each a "Notice") under this

Agreement shall be in writing, signed by or on behalf of the person giving it, addressed to the person to whom it is to be given and.

- (i) delivered by messenger or Courier; or
- (ii) sent by pre-paid mail; or
- (iii) transmitted by facsimile, to that person's address.

2 Time of Receipt

A Notice given to a person in accordance with this Article is treated as having been given and received:

- (i) if delivered, on the day of delivery if delivered before 3:00 PM on a business day, otherwise on the next business day.
- (ii) if sent by mail on the 3rd day after the letter containing the Notice, duly stamped, is posted.
- (iii) if transmitted by facsimile and the transmission report states that it was sent in full and without error, on the day of transmission if that report states that the transmission was completed before 3:00 PM on a business day, otherwise on the next business day.

3 Address for Notices

For the purposes of this Article, a party (the "sender") may take the address and facsimile number of another party (the "recipient") to be:

- (i) the address and number set out in Schedule below; or
- (ii) where the recipient notifies the sender of another address or number, the last address or number so notified to it.

Article VII

ENTIRE AGREEMENT

This Agreement represent the entire agreement and understanding between Parties in relation to the subject matter hereof and shall supersede all previous agreements and/or understandings between the Parties in relation thereto.

The terms & conditions framed in the Tender Documents will be an integral part of this Agreement. The rate(s) offered through **Tender vide # SS/02/24-25** for all or any services is/are approved. The IBA can avail services for any or all as & when required by SERVICE PROVIDER on approved charge(s)/rate(s) offered.

Article VIII

AMENDMENTS

No amendment, modification, or waiver in respect of this Agreement will be effective unless in writing (such writing to include a facsimile transmission) and executed by each of the Party.

Article IX

NATURE OF EMPLOYMENT

Will provide personal to providing Security Services at all of the IBA campuses and premises under plot of rotation as per roster including Nazimabad Plot # 2. Providing services on shuttle buses as and when required.

Article X

INDEMNIFICATION:

The "SERVICE PROVIDER" shall indemnify and hold the IBA harmless from, against and in respect of any losses, costs, liabilities, or damages resulting from any misrepresentation, omission, breach of warranty that the "SERVICE PROVIDER" may have given in or under this Agreement, and also against any suit, action, proceeding or demand brought by any third party, including any governmental authority, in connection with this Agreement.

Further, IBA shall not have any liability of any unauthorized act or omission by any of the Security Personnel and for the sake of brevity it is hereby acknowledged between the



Parties that this Agreement shall not constitute any agency and/or partnership relationship between IBA and the Security Personnel/" SERVICE PROVIDER".

Article XI

PHYSICAL & MEDICAL STANDARDS:

1. Should be physically & medically fit with no disease or deformity.
2. Height should not be less than 5 feet, 6 inches.
3. Eyesight should be six by six.
4. Should not be obese or overweight.

A medical certificate as per the following specimen should be provided for each guard deployed at IBA premises.


<u>MEDICAL CERTIFICATE</u>	
Mr _____, son of _____, CNIC _____, MSS No _____ has been medically examined by me and found fit / unfit for duty at IBA.	
Physical / medical standards: -	
<ul style="list-style-type: none">• Eyesight 6x6• BP• Weight• Height (Minimum 5'-6")	
Stamp	Signature of medical officer

Article XII

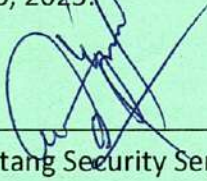

MISCELLANEOUS

The "SERVICE PROVIDER" shall not transfer or sublet the Security Services or any part thereof to any other party or individual and may not involve anyone as a partner in this service. In case at any stage, the "SERVICE PROVIDER" is found to have transferred or sublet the Security Services or has violated the terms & conditions of this Agreement, this Agreement shall stand terminated with immediate effect without any notice thereof by IBA.

IN WITNESS WHEREOF the Parties have executed this Agreement on the day, month and year written above and effective for 1 year from January 16, 2025.


Dr. Muhammad Asad Ilyas
IBA, Karachi
Registrar
Former Chairperson Accounting & Law Department
Institute of Business Administration (IBA),
Registrar Karachi, Pakistan
CNIC # 42301-4497722-9

Address:
Institute of Business Administration
Main Campus, University Road, Karachi



M/s. Mustang Security Services (Pvt.) Ltd.
Mr. Abdul Wajid Soherwardy
Chief Operating Officer
CNIC # 42101-1911024-3

Address:
Plot # 121-C, 3rd Floor, Ehtesham Center,
Main Korangi Road, Phase I, DHA, Karachi

WITNESS:

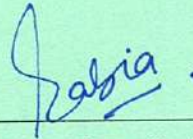
1.



IBA, Karachi
Syed Fahad Jawed
Head of Procurement
CNIC # 42201-9125136-6

Address:
Institute of Business Administration
Main Campus, University Road, Karachi

2.



M/s. Mustang Security Services (Pvt.) Ltd.
(Name) Rabia Bassri
(Designation) contract & customer support.
CNIC # 42501-4585531-2

Address:
Plot # 121-C, 3rd Floor, Ehtesham Center,
Main Korangi Road, Phase I, DHA, Karachi

Focal Person IBA

