

BIDDING DOCUMENT (BD)



WORK / SERVICES NAME:

Hiring of Private Security Services for Campus Security, Assets Protection, and Patrolling for the Year 2026-2027 (Extendable up to Two (02) Years subject to satisfactory performance and mutual consent).

PROCUREMENT METHOD: Single Stage – Two Envelopes Procedure (As per SPPRA Rule 46(2))

REFERENCE NO: N.I.T No. PSO/Tenders/Services/2026/462 Dated: 2nd July 2026

1. CONTRACTOR / COMPANY PROFILE

Name of Company / Contractor: _____

Registered Address: _____

Contact No (Landline): _____ **Mobile:** _____

Email Address: _____ **NTN No:** _____

SRB Registration No (Sindh Revenue Board): _____

2. IMPORTANT DATES & TIMELINES (SPPRA Compliant)

* **Issuance of Tender Documents:** From 09th July 2026 (Till 27th July 2026 12:00 PM)

* **Submission Date & Time:** 27th July 2026 till 3:00 PM

* **Technical Bid Opening Date:** 27th July 2026 at 3:30 PM

* **Financial Bid Opening Date:** To be announced after Technical Evaluation.

ISSUING AUTHORITY
Purchase Store Officer
University of Sindh, Jamshoro-76080, Sindh

CONSOLIDATED NOTICE INVITING TENDER (NIT)

The University of Sindh, Jamshoro invites **electronic sealed bids** from eligible Manufacturers, Authorized Dealers, Suppliers, Firms, Companies and Service Providers through the **Sindh Public Procurement Regulatory Authority (SPPRA) E-PADS Portal** under **Rule 15(1)(b) - Open Competitive Bidding (National Competitive Bidding)** of the **Sindh Public Procurement Rules, 2010 (Amended up to date)** for the procurement of Goods and Hiring of Services as detailed below.

1. TENDER SCHEDULE

Sr.	Tender Description	Issuance of Bidding Documents	Last Date & Time for Bid Submission	Technical / Bid Opening	Procurement Method	Bid Security	Performance Security	Minimum Average Annual Turnover
1	Procurement of General Stationery Articles & Printing Material	09 July 2026 (08:30 AM to 03:00 PM)	27 July 2026 10:00 AM	27 July 2026 10:30 AM	Single Stage One Envelope	2% of Bid Price	5% of Contract Price	PKR 15 million
2	Procurement of Furniture Articles	09 July 2026 (08:30 AM to 03:00 PM)	27 July 2026 11:00 AM	27 July 2026 11:30 AM	Single Stage One Envelope	2% of Bid Price	5% of Contract Price	PKR 10 million
3	Procurement of Electrical Material	09 July 2026 (08:30 AM to 03:00 PM)	27 July 2026 12:00 PM	27 July 2026 12:30 PM	Single Stage One Envelope	2% of Bid Price	5% of Contract Price	PKR 25 million
4	Procurement of Sports Material	09 July 2026 (08:30 AM to 03:00 PM)	27 July 2026 1:00 PM	27 July 2026 1:30 PM	Single Stage One Envelope	2% of Bid Price	5% of Contract Price	PKR 10 million
5	Hiring of Buses for Pick & Drop Services	09 July 2026 (08:30 AM to 03:00 PM)	27 July 2026 2:00 PM	27 July 2026 2:30 PM	Single Stage Two Envelope	2% of Bid Price	5% of Contract Price	PKR 130 million
6	Hiring of Security Services	09 July 2026 (08:30 AM to 03:00 PM)	27 July 2026 3:00 PM	27 July 2026 3:30 PM	Single Stage Two Envelope	2% of Bid Price	5% of Contract Price	PKR 30 million

Bidding Document: -The bidding documents can be downloaded from the **SPPRA E-PADS Portal** and the **University of Sindh Website** after payment of the prescribed **non-refundable tender fee of Rs.5,000/-** for each tender.

Bid Security: - The bidder shall furnish **Bid Security equivalent to 2% of the quoted bid price** in the shape of **Pay Order, Call Deposit Receipt (CDR), Demand Draft or Bank Guarantee** issued by a Scheduled Bank operating in Pakistan in favour of the **University of Sindh, Jamshoro**.

The Bid Security shall remain valid for **twenty-eight (28) days beyond the bid validity period** or as prescribed in the bidding documents.

Performance Security: - The successful bidder shall furnish **Performance Security equivalent to five percent (5%) of the Contract Price** in accordance with **Rule 39 of the Sindh Public Procurement Rules, 2010 (Amended up to date)** prior to signing of the Contract Agreement.

2. ELIGIBILITY / MANDATORY QUALIFICATION CRITERIA

Interested bidders shall upload the following documents on the **SPPRA E-PADS Portal**.

1. Valid National Tax Number (NTN).
2. Active Income Tax Registration with FBR.
3. Active Sales Tax Registration with SRB/FBR (where applicable).
4. Active Taxpayer Status (ATL).
5. Relevant experience of similar nature
 - Purchase Orders;
 - Work Orders;
 - Completion Certificates;
 - Satisfactory Performance Certificates.

6. Minimum Average Annual Turnover as specified against each tender during the last three (03) financial years supported by:
 - Bank Statements.
7. Audited Financial Statements of the last three (03) financial years duly certified by a Chartered Accountant, wherever applicable under the applicable laws.
8. Bank Statement of the last three (03) years issued by the concerned Scheduled Bank.
9. Affidavit on Judicial Stamp Paper stating that:
 - the firm has never been blacklisted by any Government, Semi-Government, Autonomous Body or Public Sector Organization;
 - the firm is not involved in any litigation which may adversely affect execution of the contract;
 - all information and documents furnished are true and correct.
10. The bidder shall possess adequate financial capability, technical resources, qualified manpower and relevant experience for successful execution of the contract.
11. The bidder shall not be declared ineligible under any provision of the Sindh Public Procurement Rules, 2010 (Amended up to date).
12. The Procuring Agency reserves the right to verify the documents submitted by the bidders from the concerned authorities. Submission of false information shall result in disqualification and legal action under the applicable laws and SPP Rules.

3. SUBMISSION OF BIDS THROUGH SPPRA E-PADS

1. Bids shall be submitted electronically through the **SPPRA E-PADS Portal** before the prescribed date and time.
2. Bidders must be registered on the SPPRA E-PADS Portal.
3. The original Bid Security and Tender Fee shall be submitted in the office of the undersigned before the closing time of bid submission.
4. Electronic bids received after the prescribed deadline shall not be entertained.
5. Bids shall be opened electronically on the dates and times mentioned above in the presence of bidders or their authorized representatives who choose to attend.
6. Detailed Bidding Documents are available on:
 - University of Sindh Website.
 - SPPRA E-PADS Portal.

4. GENERAL TERMS & CONDITIONS

1. Procurement shall be governed by the **Sindh Public Procurement Rules, 2010 (Amended up to date)**.
2. The Procuring Agency reserves the right to reject any or all bids or annul the procurement process at any stage prior to acceptance of a bid in accordance with **Rule 25 of the Sindh Public Procurement Rules, 2010 (Amended up to date)**.
3. In case the bid opening date falls on a public holiday or is declared a holiday by the Government, the bids shall be opened on the next working day at the same time and venue.
4. Conditional, incomplete, unsigned or late bids shall not be entertained.
5. The Procuring Agency shall not be responsible for any expenditure or losses incurred by bidders during preparation and submission of bids.
6. The successful bidder shall execute the Contract Agreement and furnish the required Performance Security within the period specified in the Letter of Acceptance.
7. The rates quoted by the bidders shall remain valid for the period specified in the bidding documents.
8. Any attempt to influence the procurement process shall render the bidder liable to disqualification under the applicable provisions of the Sindh Public Procurement Rules.

PURCHASE STORE OFFICER
University of Sindh, Jamshoro
Bungalow No. A-05, Allama I.I. Kazi Campus, Jamshoro
Tel: 022-9213224
Email: psu@usindh.edu.pk

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SECTION 1: INTRODUCTION & INVITATION FOR BIDS

1.1 Welcome Note & Project Reference

The University of Sindh, Jamshoro, expresses its appreciation to the prospective bidders for showing interest in response to the Notice Inviting Tender (NIT) floated on the SPPRA EPADS Portal, University website, and leading newspapers on **July 5, 2026**, for the " Hiring of Private Security Services for Campus Security, Assets Protection, and Patrolling for the Year 2026-2027 (Extendable up to Two (02) Years subject to satisfactory performance and mutual consent)

1.2 About the Procuring Agency

The University of Sindh, the oldest University of the country, was constituted under the University of Sindh Act No. XVII of 1947 passed by the Legislative Assembly of Sindh. The Act was subsequently revised and modified as the University of Sindh Act 1972, under which the University is presently functioning as an autonomous public sector higher education institution.

1.3 Quality Expectation

Through this competitive bidding process, the University of Sindh aims to procure security services of the highest professional standards, strictly meeting the technical specifications, statutory compliance, and performance benchmarks outlined in this bidding document.

1.4 Point of Contact

For any technical queries, clarifications regarding the bidding document, or system-related assistance on EPADS, please contact the designated office during working hours (Monday to Friday, 09:00 AM to 03:00 PM):

Designated Officer: Purchase & Store Officer / Procurement Officer

Landline / Phone No: +92-22-9213224

Official Email: PSO@usindh.edu.pk

Address: Main Campus, University of Sindh, Jamshoro.

-sd-

REGISTRAR University of Sindh, Jamshoro

SECTION 2: INSTRUCTIONS TO BIDDERS (ITB)

2.1 General Guidelines & Bid Integrity

- **a.** The University of Sindh, Jamshoro expects all aspirant firms/companies/agencies to furnish all required documents to ensure a transparent, fair, and genuine presentation. Bidders must fill out the Bidding Documents meticulously. Every page of the physical/uploaded document must be duly signed and stamped by the authorized representative.
- **b.** Bids must be typed or written clearly in indelible ink. No column, item, or field should be left blank. If any item/column is not applicable, it must be clearly marked as **"Not Applicable (N/A)"** or **"Doesn't Arise"**. If additional space is required, extra sheets may be attached, clearly referencing the relevant clause/item number.

2.2 Tender Procurement & E-Submission (EPADS)

- **c.** The Bidding Documents can be downloaded from the University of Sindh website and the SPPRA EPADS Portal from **July 09, 2026 to July 27, 2026** (during working hours, 09:00 AM to 03:00 PM).
- **d.** Bids must be prepared and submitted electronically via the **SPPRA EPADS Portal** (portalsindh.eprocure.gov.pk) no later than July 27, 2026 **by 3:00 PM**.
- **e. Dual Submission Requirement:** In addition to the online submission on EPADS, the bidder must submit a physical hard copy of the **Technical Bid** along with the **Original Bid Security** in a sealed envelope to the Office of the Registrar, University of Sindh, Jamshoro, before the bid submission deadline.

2.3 Bid Security & Performance Security

- **f. Bid Security (Rule 37):** A Bid Security equivalent to **2%** of the total bid value must be submitted in the form of a Pay Order / Demand Draft / Bank Guarantee issued by a scheduled bank of Pakistan in favor of the **"University of Sindh, Jamshoro"**. A scanned copy must be uploaded on EPADS, and the original must be enclosed with the physical technical bid.
- **g. Performance Security (Rule 39):** The successful bidder shall be required to submit a Performance Security equivalent to **5%** of the total contract/work order value in the form of a Bank Guarantee or Pay Order **prior to the signing of the Contract Agreement**. This Performance Security must remain valid for at least **three (03) months** beyond the date of completion of the contract/services period.

2.4 Bid Rejection & Currency

- **h. Envelope Marking:** Bidders must clearly mention the **"Tender Title & Reference Number"** on the top left corner of the physical sealed envelope.
- **i. Rejection of Bids / Cancellation (Rule 25):** The University of Sindh, Jamshoro reserves the right to reject any or all bids subject to the relevant provisions of SPP Rules 2010 (Amended up to date). As per **Rule 25(1)** of SPP Rules 2010, the Procuring Agency may cancel the bidding process at any time prior to the acceptance of a bid or proposal.
- **j. Currency:** All financial quotes, rates, and prices in the proposal must be denominated strictly in **Pakistani Rupees (PKR)**.
- **k. Tax Compliance:** The Service Provider must maintain an **"Active/Filer"** status on the Active Taxpayers List (ATL) of both the Federal Board of Revenue (FBR) and Sindh Revenue Board (SRB) throughout the duration of the contract.

Authorized Signature & Stamp

SECTION 2: INSTRUCTIONS TO BIDDERS (CONTINUED)

2.5 Submission Methodology (Single Stage - Two Envelope)

- **a. Envelope Marking & Sealing: * Online (EPADS):** Bidders must upload their **Technical Proposal** and **Financial Proposal** in separate designated sections/envelopes on the SPPRA EPADS portal.
Physical Submission: Bidders must submit separate sealed envelopes for the **Technical Proposal** and **Financial Proposal**, clearly marking "**TECHNICAL PROPOSAL**" and "**FINANCIAL PROPOSAL**" in bold letters on the respective envelopes.
Bid Security Enclosure: The Original Bid Security must be sealed in a separate smaller envelope, which should be placed inside the main Technical Proposal envelope. All envelopes must be stamped with the company seal on the opening flaps.

2.6 Rights and Reservations of the Procuring Agency

- **b. Rejection & Quantity Variation (Rule 25 & 42): *** The Competent Authority of the University of Sindh, Jamshoro reserves the right to accept or reject any or all bids/proposals at any time prior to the acceptance of a bid, subject to the relevant provisions of **SPP Rules 2010 (Amended up to date)**. As per **Rule 25(2)**, the grounds for rejection shall be communicated to any bidder upon request, but the University is not required to justify those grounds.
The University reserves the right to increase or decrease the scope of work or quantity of services up to the permissible limit specified under the SPPRA Rules without any change in unit rates or other terms and conditions.
The University reserves the right to award the contract/work order to the lowest responsive evaluated bidder(s) either as a whole package or item-wise/section-wise, whichever is in the best financial interest of the institution.

2.7 Clarifications & Pre-Bid Meeting

- **c. Request for Clarifications:** Any prospective bidder requiring clarification on the bidding documents or technical specifications must submit their request in writing or via email to the following designated official at least **seven (07) days** prior to the deadline for submission of bids:
Contact Person: Purchase & Store Officer
Procuring Agency: University of Sindh, Jamshoro
Tel No: +92-22-9213224 | **Ext:** _____
Email: store.officer@usindh.edu.pk
- **d. No Conditional or Alternate Bids:** Bids that are conditional, optional, ambiguous, or offer alternate solutions/rates shall be summarily rejected. Bidders must quote strictly in accordance with the requirements of this bidding document.

Authorized Signature & Stamp

SECTION 3: BIDDING DATA SHEET (BDS)

The following specific data for the services to be procured shall complement, supplement, or amend the provisions in the Instructions to Bidders (ITB). Whenever there is a conflict, the provisions herein shall prevail over the ITB.

Clause Ref.	Item Description	Details / Data Specific to the Tender
(a)	Name of Procuring Agency	University of Sindh, Jamshoro.
(b)	Brief Description of Services	Hiring of Private Security Services for Campus Security, Assets Protection, and Patrolling for the Year 2026-2027 (Extendable up to Two (02) Years subject to satisfactory performance and mutual consent).
(c)	Procuring Agency's Address	Office of the Registrar, Allama I.I. Kazi Main Campus, University of Sindh, Jamshoro.
(d)	Amount of Bid Security	2% of the total quoted bid value. Must be submitted in the form of a Pay Order / Demand Draft / Bank Guarantee issued by a scheduled bank of Pakistan in favor of " University of Sindh, Jamshoro ".
(e)	Period of Bid Validity	Ninety (90) Days from the date of technical bid opening.
(f)	Deadline for Submission of Bids	July 27, 2026, till 03:00 PM electronically on the SPPRA EPADS Portal. Physical Technical copy + Original Bid Security must reach the Registrar's office before this time.
(g)	Venue, Date & Time of Bid Opening	July 27, 2026, till 03:30 PM at the Main Campus, University Enclave, University of Sindh, Jamshoro.
(h)	Liquidated Damages & Penalties	1. Delay in Services: 0.1% of the contract value per day of delay up to a maximum capping limit of 10% of the total contract value. 2. Delay in Guards' Salaries: The Service Provider is bound to pay salaries to the deployed security personnel by or before the 5th of each calendar month . In case of failure, the University of Sindh reserves the right to deduct 2.5% of the total monthly bill as a penalty for non-compliance with labor/welfare standards.
(i)	Tender Fee Deposit Receipt Details	Challan/Receipt No: _____ Dated: _____ Amount (in figures & words): Rs. 5,000/- (Rupees Five Thousand Only)

Authorized Signature & Stamp

SECTION 4: GENERAL TERMS & CONDITIONS

4.1 Financial Securities

- **a. Bid Security:** A Bid Security equivalent to **2%** of the total quoted bid value must be submitted in the form of a Pay Order / Demand Draft / Bank Guarantee issued by a scheduled bank of Pakistan in favor of **"University of Sindh, Jamshoro"**. The physical original security must be submitted with the Technical Bid, and a scanned copy must be uploaded on EPADS. Bids without valid bid security shall be rejected.
- **b. Performance Security (Rule 39):** The successful bidder shall submit a Performance Security equivalent to **5%** of the total contract value in the form of a Bank Guarantee or Pay Order **prior to the signing of the Contract Agreement**. This security must remain valid for at least **three (03) months** beyond the formal completion/termination date of the service contract.

4.2 Bid Validity & Currency

- **c. Validity of the Tender:** All proposals, unit rates, and financial bids shall remain valid for a minimum period of **Ninety (90) Days** from the date of opening of the technical bids. A bid valid for a shorter period shall be rejected by the Procuring Agency as non-responsive.
- **d. Currency:** All financial quotes, monthly rates per guard, and operational costs must be denominated strictly in Pakistani Rupees (PKR).

4.3 Operational Ownership & Data Confidentiality

- **e. Exclusivity & Confidentiality:** All services rendered, deployment records, logbooks, incident reports, and security data generated during the contract period shall be the sole and exclusive property of the University of Sindh, Jamshoro. The Service Provider shall maintain strict confidentiality and shall not share any institutional data with third parties.

4.4 Legal Framework & Dispute Resolution

- **f. Arbitration and Governing Law:** This tender and the subsequent contract shall be governed by and construed in accordance with the substantive and procedural laws of the Islamic Republic of Pakistan.
Any dispute, controversy, or claim arising out of or relating to this contract shall be settled through arbitration under the **Arbitration Act, 1940**.
The venue for all arbitration proceedings shall be **Jamshoro / Hyderabad, Sindh**.
Both parties submit to the exclusive jurisdiction of the competent courts of Sindh at Hyderabad/Jamshoro.

4.5 Evaluation Rights & Technical Demonstrations

- **g. Acceptance / Rejection of Bids & Evaluations:** The University of Sindh, Jamshoro reserves the right to accept or reject any or all bids, or annul the bidding process at any time prior to contract award, in accordance with **Rule 25 of SPP Rules 2010 (Amended up to date)**.
Operational Demonstration: The University of Sindh reserves the right to evaluate the operational capabilities of the bidder. This may include an inspection of the company's offices, checking valid weapon licenses, verification of biometric systems, or calling the management team for an interview/presentation before the finalization of the technical evaluation.

Authorized Signature & Stamp

SPECIAL CONDITIONS OF CONTRACT (SCC)

a. Technical Support Capabilities

The bidder shall clearly indicate and document their technical support capabilities, infrastructure, and availability of certified technical staff to ensure comprehensive maintenance and support for all supplied hardware during the entire course of the mandatory warranty period.

b. Compliance with Specifications & Quality Assurance

- **b.1.** The Bidders shall provide comprehensive technical information strictly in accordance with the requirements specified in the Bill of Quantities (BoQ).
- **b.2.** Bidders are permitted to submit multiple/alternative solutions; however, each solution must be submitted as a separate, self-contained technical and financial proposal.
- **b.3.** Bidders shall not propose, supply, or install any kind of refurbished, used, or counterfeited hardware equipment, parts, or components. Any such attempt will lead to immediate rejection of the bid.

c. Criteria for Bid Evaluation

Pursuant to SPPRA Rules, the contract will be awarded to the Lowest Evaluated Responsive Bidder. This is defined as the bid that substantially conforms to the evaluation criteria, technical specifications, and other terms and conditions specified in the bidding document, and offers the **least evaluated cost**.

d. Cancellation & Rejection of Orders

The University of Sindh, Jamshoro reserves the right to cancel the purchase/work order for any or all items, or terminate the procurement process if the supplied material is not in accordance with the approved specifications, or if the delivery is delayed beyond the stipulated timeline without valid justification.

e. Submission of Invoices

The formal invoice/bill, along with the prescribed delivery challans, sales tax invoices, and inspection reports, must be submitted directly to the **Procurement Department, University of Sindh, Jamshoro** for verification and processing of payment.

f. Levying of Stamp Duty

The successful bidder shall be liable to pay Stamp Duty at the rate of **0.35%** (or as per the prevailing tax laws of the Government of Sindh) against the total value of the Contract/Work Order at the time of signing the formal agreement.

g. Contract Period (For Services)

The initial contract period for security/manpower services shall be **one (01) year**, effective from the date of signing of the agreement or issuance of the Letter of Intent (LoI). The contract period may be renewable/extended for a subsequent period through mutual written consent, strictly subject to the satisfactory performance evaluation of the company/firm/agency.

h. Integrity Verification & Blacklisting

If any information, certificate, or document provided by the bidder is found to be false, fabricated, or misrepresented at any stage, the services/contract of the firm/agency will be terminated immediately without assigning any reason and without making any refund or payment. Furthermore, the firm/agency shall be liable to face blacklisting and debarment proceedings under **SPPRA Rule-35**.

i. Salary / Wage Revision

The University of Sindh, Jamshoro reserves the right to revise the salary/wage of the deployed manpower in consultation with the service provider, strictly ensuring compliance with the statutory **Minimum Wage Notifications** issued by the Government of Sindh from time to time.

Bidder's Acknowledgement & Execution

I/We hereby declare that we have carefully read, understood, and accepted all the terms and conditions mentioned above and agree to abide by them in true letter and spirit.

Name of Bidder / Authorized Representative: _____

Designation: _____

CNIC Number: _____

Company Seal / Stamp: _____

Signature: _____

Date: //2026

INTEGRITY PACT

(Declaration of Fees, Commission and Gratification etc. Payable by the Suppliers/Contractors)

Contract Number: _____

Contract Value: _____

Contract Title: _____

The Bidder hereby declares its solemn intention and commitment not to obtain or induce the procurement of any contract, right, interest, privilege, or other obligation or benefit from the **University of Sindh, Jamshoro**, or any administrative or financial offices thereof, or any other department under its control, through any corrupt business practice.

Terms and Declarations:

(a) Representation and Warranty

Without limiting the generality of the foregoing, the Bidder represents and warrants that it has fully declared the brokerage, commission, fees, taxes, and levies paid or payable to anyone, and that it has not given, nor agreed to give, and shall not give or agree to give to anyone within or outside the University of Sindh, Jamshoro, either directly or indirectly through any natural or juridical person (including its affiliate, agent, associate, broker, consultant, director, promoter, shareholder, sponsor, or subsidiary), any commission, gratification, bribe, finder's fee, kickback, or gift, whether described as a consultation fee or otherwise, with the object of obtaining or inducing the procurement of a contract, right, interest, privilege, service contract, or other obligation or benefit in whatsoever form from the University of Sindh, Jamshoro, except that which has been expressly declared pursuant hereto.

(b) Full Disclosure and Liability

The Bidder accepts full responsibility and strict liability for making any false declaration, failing to make full disclosure, misrepresenting facts, or taking any action likely to defeat the purpose of this declaration, representation, and warranty. It agrees that any contract, procurement order, or right obtained as aforesaid shall, without prejudice to any other rights and remedies available to the University of Sindh, Jamshoro under any law, contract, or other instrument, be voidable at the sole discretion of the University of Sindh, Jamshoro.

(c) Indemnification and Compensation

Notwithstanding any rights and remedies exercised by the University of Sindh, Jamshoro in this regard, the Bidder agrees to indemnify the University of Sindh, Jamshoro for any loss or damage incurred by it on account of its corrupt business practices. Furthermore, the Bidder shall pay compensation to the University of Sindh, Jamshoro in an amount equivalent to ten times the sum of any commission, gratification, bribe, finder's fee, or kickback given by the company/firm/supplier/agency/bidder as aforesaid for the purpose of obtaining or inducing the procurement of any supply, work, service contract, or other obligation or benefit from the University.

Note: This Integrity Pact is a mandatory legal requirement under SPPRA regulations for all major procurements and must be signed and stamped by the authorized signatory at the time of submission.

Bidder's Execution & Verification

I/We hereby certify that we fully understand the legal implications of this Integrity Pact and solemnly agree to comply with its terms in true letter and spirit.

Name of Bidder / Contractor: _____

Designation: _____

CNIC Number: _____

Company Seal / Stamp: _____

Signature: _____

Date: / /2026

SECTION: SCOPE OF WORK (SOW)

1.1 Institutional Objective

The University of Sindh, Jamshoro is a premier public sector higher education institution comprising its main campus and various constituent campuses. The primary objective of this bidding process is to engage a qualified, experienced, and legally registered security service provider to deliver comprehensive security services. The aim is to ensure a secure, smooth, and safe operational environment conducive to academic, research, and administrative activities across all designated premises.

1.2 Core Responsibilities & Deliverables

The selected security service provider shall be responsible for implementing robust, proactive, and preventive security measures to protect the university's premises, infrastructure, faculty, staff, students, and visitors from potential threats, unauthorized intrusions, theft, vandalism, or any criminal activities.

The scope of services shall encompass, but is not limited to, the following key areas:

- **Round-the-Clock Surveillance:** Provision of 24/7/365 physical security coverage at all assigned entry/exit points, buildings, and critical infrastructure.
- **Patrolling & Monitoring:** Execution of regular, disciplined foot and mobile patrolling schedules across the campus perimeters.
- **Access Control Management:** Strict enforcement of institutional access control policies, including the verification of student/staff identity cards, visitor logging, and vehicle checking.
- **Emergency Response Protocols:** Immediate activation of rapid response protocols during emergencies, accidents, fire incidents, or security breaches.
- **Liaison & Collaboration:** Effective coordination and collaboration with local law enforcement agencies, rescue services, and university administration when necessary.

1.3 Professional Compliance Standards

The service provider must demonstrate a thorough understanding of the distinct security dynamics and operational challenges specific to public sector educational institutions. The company/agency shall be bound to:

- Maintain the highest standards of professionalism, alertness, integrity, and ethical conduct among its deployed personnel.
- Fully adhere to all federal, provincial, and statutory legal/regulatory requirements governing private security operations in Pakistan, including active registration with relevant home departments and regulatory authorities.
- Foster a secure, respectful, and reassuring atmosphere that promotes a sense of safety and well-being among all stakeholders.

Bidder's Acknowledgement & Acceptance

I/We hereby acknowledge that we have reviewed the detailed Scope of Work and possess the necessary operational capability, licensed manpower, and expertise to deliver these services in complete conformity with the institutional requirements.

Name of Bidder / Security Agency: _____

Designation: _____

NTN / Sales Tax Registration No: _____

Company Seal / Stamp: _____

Signature: _____

Date: //2026

FINANCIAL BOQ / PRICE SCHEDULE

(Hiring of Private Security Services)

(To be submitted on Bidder's Official Letterhead duly signed and stamped)

Tender Title: Hiring of Private Security Services for Campus Security, Assets Protection, and Patrolling for the Year 2026-2027
(Extendable up to Two (02) Years subject to satisfactory performance and mutual consent).

Bidder Name: _____

Sr.	Category / Designation	Estimated Qty	Estimated Monthly Remuneration (Per Head) (PKR)	Job Specification Reference	Total Monthly Cost (PKR) (Qty × Rate)	Total Annual Cost (PKR) (Monthly × 12)
A	Guards					
1	Armed Security Guards (Trained Civilians)	28				
B	Supervisors					
2	Security Supervisor	2				
C	Searchers / Receptionists					
3	Lady Searchers	2				
-	GROSS TOTAL	32				

Important Notes for Bidders:

1. The estimated monthly remuneration mentioned above is inclusive of all applicable provincial taxes, social security contributions (SESSI, EOBI), and management charges.
2. The rates quoted must strictly comply with the **Minimum Wage Notifications** issued by the Government of Sindh.
3. Arithmetical errors (if any) will be rectified as per SPPRA Rules.

Bidder's Execution & Verification

We hereby corporate, agree, and submit our financial bid based on the rates and quantities specified above in complete compliance with the tender requirements.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: / /2026

SECTION: WEAPONS & EQUIPMENT REQUIREMENTS

A. Technical Specifications for Weapons & Ammunition

Sr.	Weapon / Equipment	To be Carried By	Est. Qty	Minimum Standard & Technical Remarks
1	Magazine Shotgun (12 Bore)	Armed Security Guards	28	The weapon must be brand new or in excellent working condition. Must possess a valid, verified government security license. Each weapon must be provided with spare magazines. Ammunition: As per Government approved standards quality Chinese manufactured or equivalent, with sufficient rounds per guard.
2	Pistol (30 Bore)	Security Supervisors	02	The weapon must be brand new or in excellent working condition. Must possess a valid, verified government security license. Each weapon must be provided with spare magazines. Ammunition: As per Government approved standards quality Chinese manufactured or equivalent, with sufficient rounds per supervisor.

Mandatory Compliance Terms (As per SPPRA Guidelines):

- **Legal Authorization:** All weapons deployed must be legally registered and covered under valid group/individual licenses issued by the Ministry of Interior, Government of Pakistan, or the Home Department, Government of Sindh.
- **Operational Readiness:** The University Administration reserves the right to physically inspect the weapons and ammunition at any given time. Faulty, rusted, or malfunctioning weapons must be replaced immediately within **24 hours** by the service provider.
- **Ammunition Stocks:** The security agency is strictly responsible for maintaining an adequate supply of fresh, live ammunition for all deployed weapons.

Bidder's Execution & Verification

I/We hereby certify that our agency possesses the required valid licenses for the specified weapons and guarantees that all equipment and ammunition deployed will fully comply with the quality standards and remarks stated above.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: / /2026

SECTION: COMMUNICATION & SECURITY EQUIPMENT SPECIFICATIONS**B. Technical Requirements for Operational & Inspection Equipment**

Sr.	Weapon / Equipment	To be Carried / Used By	Required Qty	Technical Specifications & Remarks
1	Base Station Wireless System (with Long-Range Antenna)	Assigned Control Staff / Supervisors	02 Total (1x Main Control Room / Main Gate) (1x Boys Hostel)	Must establish seamless communication between all handheld sets. Fixed wireless network setup at designated locations (Main Gate/Control Room & Boys Hostel). Operated by the Security Supervisor to coordinate with guards using professional call-sign protocols (e.g., "Call Sign 2, Message Over").
2	Handheld Walkie-Talkie Wireless Sets	All On-Duty Guards / Patrols	10	Heavy-duty, multi-channel operational frequency. Must include a durable mounting hook/clip to securely fix with the standard issue web belt.
3	Rechargeable Search Torches	All Scheduled Night Guards	14	Industrial-grade, high-lumen LED output. Must be fully waterproof, shock-resistant, and heavy-duty for prolonged night shifts.
4	Under-Vehicle Inspection Mirrors	Security Personnel at Vehicle Checkpoints	04	Convex inspection mirror with integrated caster wheels and adjustable long handle. Used for rapid under-carriage security sweeps of entering vehicles.
5	Handheld Metal Detectors (HHMD)	Main Entrance & Reception Personnel	08	High-sensitivity scanners with audio/vibration alerts. Mandatory for conducting thorough body searches of visitors at locations where walk-through gates are not installed.
6	Outdoor Sun Shields / Large Umbrellas	Guards on Static Outdoor Duty	06	Heavy-duty, weather-resistant structural umbrellas. Required to provide adequate shade and protection for guards performing duties under direct sunlight.
7	Security Whistles (Fox 40 or Equivalent)	Field Guards & Patrols	20	Pealess, high-decibel safety whistles. To be utilized by guards for instant alerting, signaling, and crowd management.
8	Megaphones / Loudspeakers	Event Security Teams / Supervisors	04	Battery-operated with clear voice amplification and built-in siren functions. Essential for public addressing, student events, and crowd control during large gatherings.
9	Ground Metal Detectors / Special Scanners	Event Management Security	02	Advanced high-performance detection equipment. Reserved for specialized screening operations during mega-events and high-profile institutional gatherings.

Mandatory General Conditions for Equipment:

- **Ownership & Provision:** All listed communication, safety, and electronic equipment must be provided entirely by the winning bidder at no additional/hidden cost to the University.
- **Maintenance & Power Backup:** The security agency is strictly liable for providing continuous backup batteries, charging docks, and replacing malfunctioning or broken equipment within **12 hours** of notice.

Bidder's Execution & Verification

I/We hereby guarantee that all items delivered will conform precisely to the technical specifications and quantities detailed in the table above.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: / /2026

SECTION: ELIGIBILITY & QUALITY STANDARDS FOR SECURITY PERSONNEL

A. Minimum Standards for Security Guards

The deployed Armed Security Guards must strictly meet the following pre-requisites:

- **Educational Qualification:** Minimum Matriculation (or equivalent) from a recognized board.
- **Service Tenure:** at least **3 years** of active field experience.
- **Medical Fitness:** Must be certified medically and physically fit, holding **Medical Category "A"** (or equivalent civilian health fitness certification).
- **Language & Communication:** Must be fully fluent in Urdu (spoken and understood).
- **Age Limit:** Maximum age must not exceed **55 years** at the time of deployment.
- **Operational Capabilities:** Must demonstrate strong tactical capability to independently manage high-risk security situations, crowd control, and related emergencies.
- **Preferred Experience:** Prior security deployment experience in an educational institution or public sector university will be highly preferred.

B. Minimum Standards for Campus Security Supervisors

The deployed Security Supervisors shall oversee field operations and must fulfill the following criteria:

- **Military / Law Enforcement Background:** Must have a minimum of **5 years** of active service experience in the Armed Forces of Pakistan or recognized Civil Armed Forces (e.g., Rangers, Frontier Constabulary).
- **Educational Qualification:** Minimum Matriculation or above from a recognized board.
- **Institutional Experience:** Must possess at least **5 years** of verifiable relevant security supervisory experience in a reputable organization or a higher educational institution.
- **Military Record & Background:** Preferably from Combat/Fighting Arms (e.g., Infantry, Navy Marines) with a clean service conduct history.
- **Medical Fitness:** Must be certified medically and physically fit, maintaining **Medical Category "A"**.
- **Age Limit:** Maximum age must not exceed **55 years** at the time of deployment.
- **Liaison & Communication Skills:** Must be highly fluent in Urdu, possessing excellent interpersonal skills to coordinate directly with University Administration and local Law Enforcement Agencies (LEAs).
- **Additional Certifications:** Valid certifications in Firefighting, First Aid, and Emergency Disaster Management will be highly preferred.

Mandatory Verification Terms for Bidders:

1. The winning bidder shall submit the **Discharge Books, CNICs, and Medical Fitness Certificates** of all proposed personnel to the University Administration for formal vetting before final deployment.
2. Non-compliance with the above personnel standards during sudden inspections will result in penalization or immediate replacement of the staff.

Bidder's Execution & Verification

I/We hereby guarantee that all personnel deployed under this contract will strictly match or exceed the minimum human resource standards outlined above.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: / /2026

SECTION: PERSONNEL EVALUATION CRITERIA (CONTINUED)

1. Campus Security Supervisor (Operational Skill Set)

(In addition to the basic criteria, the Supervisor must possess the following operational capabilities)

- **Technical Knowledge:** Excellent, comprehensive understanding of corporate security protocols, patrolling lines, and emergency procedures.
- **Leadership & Training:** Proven management and field supervisory skills, with the capability to conduct security orientation and policy training for on-duty guards.
- **Weapons Proficiency:** Advanced tactical awareness and certified expertise in handling licensed weapons and safety protocols.
- **Event & VVIP Protocol:** Verifiable experience in crowd management, parking layouts, event planning, and executing VVIP protocol movements.
- **Surveillance Awareness:** Functional operational knowledge of Close-Circuit Television (CCTV) control room operations, monitoring, and reporting.

2. Minimum Standards for Assistant Security Supervisor

The deployed Assistant Security Supervisors must meet the following mandatory requirements:

- **Military / Law Enforcement Background:** Minimum **3 to 5 years** of active service experience in the Armed Forces of Pakistan or recognized Civil Armed Forces.
- **Educational Qualification:** Minimum Matriculation or above from a recognized board.
- **Institutional Experience:** At least **2 years** of verifiable relevant security experience in a reputable organization or educational institution.
- **Military Record & Background:** Preferably from Combat/Fighting Arms (e.g., Infantry, Navy Marines) with an unblemished, clean service conduct history.
- **Medical Fitness & Demographics:** Certified holding **Medical Category "A"**, fluent in Urdu communication, and maximum age must not exceed **55 years**.

3. Minimum Standards for Armed Security Guard (Ex-Serviceman)

The deployed Ex-Servicemen guards must strictly conform to the following profile:

- **Military Rank:** Retired Sepoy, Lance Naik, or equivalent rank from the Armed Forces of Pakistan or Civil Armed Forces.
- **Educational Qualification:** Minimum Matriculation (or equivalent) from a recognized board.
- **Medical Fitness & Age:** Documented **Medical Category "A"** and maximum age must not exceed **55 years** at the time of deployment.
- **Service History:** Preferably from Fighting/Combat Arms (Infantry, Navy Marines, etc.) with a completely clean conduct sheet in their official Discharge Book.
- **Background Clearance:** Must possess an absolutely clean criminal record with **zero FIRs** or pending law enforcement inquiries.
- **Communication & Preference:** Fluent in Urdu. Prior security experience in educational institutions will be given preference.

4. Minimum Standards for Armed Security Guard (Trained Civilian)

Where civilian personnel are deployed, they must strictly fulfill the following benchmark:

- **Educational Qualification:** Minimum Matriculation from a recognized educational board.
- **Professional Experience:** Minimum **1 year** of verifiable field experience as an armed guard in a reputable, registered private security firm or organization.
- **Security Clearance:** Mandatory police verification certificate indicating **no criminal record / FIRs**.
- **Medical & Physical Fitness:** Must be physically agile, robust, and certified under **Medical Category "A"** (or equivalent civilian fitness certificate).
- **Demographics & Language:** Fully capable of communicating in Urdu, with a maximum age limit of **55 years**.
- **Preference:** Prior deployment experience in a university campus or similar academic environment will be highly preferred.

Bidder's Execution & Verification

I/We hereby certify that all four (04) categories of security personnel resource proposed by our firm strictly align with the institutional criteria and SPPRA transparency guidelines specified above.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: / /2026

SECTION: PERSONNEL STANDARDS & OPERATIONAL REQUIREMENTS

1. Minimum Standards for Unarmed Security Guard (Trained Civilian)

The deployed Unarmed Civilian Guards must meet the following baseline requirements:

- **Educational Qualification:** Minimum Matriculation from a recognized educational board.
- **Professional Experience:** Minimum **1 year** of verifiable field experience as a security guard in a reputable organization or private security agency.
- **Technical & Tactical Awareness:** Must possess functional knowledge of fundamental security protocols, surveillance routines, and a basic awareness of weapons handling and safety rules (for emergency scenarios).
- **Medical Fitness & Age:** Certified holding **Medical Category "A"** (physically and mentally agile), with a maximum age limit of **55 years**.
- **Security Clearance:** Mandatory background clearance showing **no criminal history, pending FIRs**, or law enforcement records.
- **Language & Preference:** Must be fully capable of communicating in Urdu. Prior security deployment experience in an educational institution or university campus will be highly preferred.

2. Minimum Standards for Lady Searcher / Receptionist

The deployed Lady Searchers must possess a refined professional profile to interact with female faculty, staff, students, and visitors:

- **Educational Qualification:** Minimum **Intermediate** (or equivalent higher qualification) from a recognized institution.
- **IT Literacy:** Must be computer literate with functional proficiency in MS Office (Word, Excel) and basic data logging.
- **Professional Experience:** Minimum **2 to 3 years** of experience working in a similar capacity in a large organization, with a strong preference given to experience within educational institutions.
- **Language & Liaison:** Strong interpersonal skills with the ability to communicate fluently in both **Urdu and English**.
- **Operational Knowledge:** Comprehensive understanding of public safety, physical search procedures, bag-screening protocols, and institutional security standards.
- **Age Bracket:** Age must strictly fall between **20 to 45 years** at the time of deployment.

3. Mandatory Operational Requirements for the Service Provider

- **3.1 Third-Party Clearances:** The selected Security Agency/Firm shall be solely responsible for obtaining and verifying the character credentials, security clearances, and bio-verifications of all deployed staff via the **Police (Character Certificate)**, **APSAA (All Pakistan Security Agencies Association)**, and **NADRA**.
- **3.2 Licensing Documentation:** The Agency/Firm must provide attested photocopies of valid, government-issued corporate arms/ammunition licenses, along with a formal **Authority Letter** authorizing specific security guards to carry and use these weapons while on duty at the University of Sindh, Jamshoro.
- **3.3 Uniform & Identification:** While on duty, all security personnel must strictly wear a neat, full, and uniform dress code designated by the agency. They must prominently display their official **Agency Identity Card** and carry a photocopy of their valid **CNIC** at all times.
- **3.4 Nationality & Basic Integrity:** The Security Agency ensures that 100% of the deployed workforce are legitimate **Pakistani Nationals** holding active, valid Computerized National Identity Cards (CNICs).
- **3.5 Code of Conduct & Neutrality:** The Security Agency/Firm shall guarantee that none of its deployed personnel are involved in any criminal, terrorist, racial, religious, or sectarian activities. **Politically motivated, union-affiliated, or biased individuals shall not be deployed.** All guards must remain disciplined, neutral, and law-abiding.
- **3.6 Absolute Right of Removal:** The University of Sindh, Jamshoro reserves the absolute right to demand the immediate removal and replacement of any security staff or guard found engaged in undesired behavior, criminal misconduct, harassment, or causing any form of disturbance among university faculty, staff, and students. The agency must provide a replacement within **12 hours**.

Bidder's Execution & Verification

I/We hereby declare that our firm will completely adhere to the operational rules, employee background vetting processes, and performance standards detailed above without fail.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: / /2026

SECTION: OPERATIONAL COMPLIANCE & PENALTY FRAMEWORK

3.7 Attendance, Replacements & Overtime Restrictions

- a. Upon receiving any formal complaint from the University authorities, the Security Agency shall immediately replace/remove the concerned guard at its own expense without any delay.
- b. If a security guard reports late by more than **thirty (30) minutes**, a financial deduction equivalent to a **half-day salary** of that position will be deducted from the Agency's monthly invoice.
- c. To prevent fatigue and security lapses, the deployment of guards on consecutive overtime shifts from the same or alternate locations is strictly prohibited. If any guard is found working an unauthorized overtime shift, a penalty equivalent to a **half-day salary** will be deducted from the monthly bill.

3.8 Health, Profile & Background Preferences

- a. All deployed security personnel must be in excellent physical and mental health, possessing a sound mind and mature judgment. The general preferred age bracket for active field guards is **30 to 45 years**.
- b. High preference during evaluation and deployment will be allocated to guards who possess an honorable discharge background from the Armed Forces or Law Enforcement Agencies (LEAs) and have prior security experience in educational institutions.

3.9 Liabilities in Case of Theft or Damage

In the event of any theft, burglary, property damage, or institutional loss occurring at the designated duty station of the Security Agency's personnel, the Agency shall be held legally and financially liable. The Agency will be bound to pay compensation or make reparations equivalent to the actual replacement cost of the stolen or damaged property, subject to an inquiry committee's findings.

3.10 Wireless Frequency Sharing

The Security Agency shall allow the University of Sindh, Jamshoro's internal security team to utilize and integrate into their wireless frequency network within the University premises. This facility shall be provided completely free of cost, with **zero additional or hidden charges**.

3.11 Scalability & Provision of Extra Manpower

The Security Agency shall be bound to provide additional Armed Guards, Unarmed Guards, or Lady Searchers as and when demanded by the University management for special events or emergencies. These extra resources shall be charged strictly on the same terms, conditions, and per-day unit rates fixed in the final contract agreement.

3.12 Weapons Serviceability & Periodical Inspections

- a. The Security Agency must issue fully serviceable, clean, and operational weapons to all designated armed personnel.
- b. The Agency must arrange for regular, periodical inspections of all deployed weapons and communication equipment through a certified, qualified technician. Under no circumstances shall a faulty, rusted, or defective weapon or stale ammunition be issued to a guard.

3.13 Supervisory Checks & Maintenance of Logbooks

- a. The Security Agency must ensure rigorous day and night surprise checks of all deployed guards across all campus locations. These checks must be executed by the Agency's designated mobile checkers and supervisors.
- b. A standard, tamper-proof operational **Logbook** must be maintained by the Agency at all duty stations to record shifts, handovers, and supervisory signatures.
- c. The Regional Operations Manager of the Security Agency must formally visit the University of Sindh, Jamshoro **twice a month** to discuss attendance, discipline, and field performance with the respective Campus Security Coordinators.

3.14 Turnout Standards, Uniforms & Penalties

- a. **Turnout Standards:** All guards must maintain an exemplary turnout. They must be cleanly dressed, keep properly trimmed moustaches and beards, maintain short hair, and wear polished black uniform shoes of a uniform pattern.
- b. **Kit Issuance:** The Agency is solely responsible for issuing brand new uniform items, official whistles (Fox 40), industrial-grade rechargeable waterproof search torches, raincoats, and appropriate winter wear to the guards as per seasonal requirements.
- c. **Performance Deductions:** In cases of poor turnout, uncombed/long hair, untrimmed facial hair, unpolished gear, deployment of untrained personnel, or faulty weaponry, the University Administration reserves the right to deduct **one full day's pay** per guard for each specific observation from the Agency's monthly invoice.

Bidder's Execution & Verification

I/We hereby fully accept, understand, and agree to the operational checks, performance clauses, and penalty frameworks outlined above, and agree that all invoices shall be processed subject to these compliance criteria.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: //2026

SECTION: MANPOWER LITERACY, TRAINING PROTOCOLS & UNIFORM MATRIX

3.16 Literacy & Technical Fitness Standards

All deployed security personnel must be certified medically and physically fit. In addition to physical agility, every guard must possess functional literacy skills, enabling them to fluently speak Urdu, write basic operational logs/reports in Urdu, and read Urdu language newspapers comfortably for seamless on-site documentation.

3.17 Guard Retention & Minimum Deployment Tenure

To maintain operational continuity and high-security vigilance, guards once deployed at the University premises shall not be transferred or replaced by the Agency for a **minimum period of three (03) months**. Exceptions will only be permitted under the following conditions:

- A formal replacement request is issued by the University of Sindh, Jamshoro administration.
- In cases of medical emergency, chronic illness, or sudden termination, provided that a substitute guard of identical or superior qualifications is deployed immediately within **12 hours**. Such ad-hoc changes must be kept to an absolute minimum.

A. Mandatory Training Requirements (At Agency's Cost)

To ensure maximum alertness and professional service quality, the Security Service Provider shall conduct mandatory training sessions for all personnel deployed at the University. All expenses for these trainings shall be borne solely by the Agency:

- **i. Corporate Security:** Orientation on institutional discipline, public handling, gate security management, and campus security dynamics.
- **ii. Firefighting & Emergency Rescue:** Comprehensive drills on fire extinguisher operations, emergency evacuation plans, and basic first-aid rescue operations.
- **iii. Live Weapon Firing:** Mandatory weapons proficiency and firing range practice, to be conducted **at least twice (2x) a year**, with certified records provided to the University.

B. Official Guard Dress & Equipment Kit Matrix

The Security Agency/Firm is strictly bound to issue new, high-quality uniform kits and operational equipment to its workforce according to the seasonal schedule and technical specifications outlined below:

Sr.	Item Description	Seasonal Deployment Schedule / Technical Specification
1	Summer T-Shirts	Two (02x) professional T-shirts with the official Company Monogram; to be issued on 1st May annually.
2	Winter Duty Shirts	One (01x) standard full-sleeve shirt with the official Company Monogram; to be issued on 1st November annually.
3	Heavy Winter Jackets	One (01x) new, high-insulation winter jacket featuring the Company Monogram; to be issued on 1st October annually.
4	Tactical Trousers	Heavy-duty uniform trousers designed to be neatly tucked into combat boots.
5	Duty Socks	Pure cotton material in solid Blue color.
6	DMS (Duty Military Shoes)	Standard military-pattern tactical leather boots.
7	Tactical Duty Cap	Uniform field cap bearing the official Company Monogram.
8	Security Whistle	High-decibel polished Brass whistle.
9	Weatherproofing Gear	Industrial-grade waterproof Raincoat for monsoon/rain duties.
10	Ammunition Pouches	Secure tactical pouch for carrying live ammunition rounds.
11	Pistol Holster	Premium black leather/polymer pistol pouch (designated for pistol-carrying supervisors/guards).
12	Weapons Sling	Heavy-duty tactical slings for guards carrying repeaters, shotguns, SMGs, or rifles.
13	Web Belt	Rigid tactical web belt for mounting essential security gear.
14	Night Flashlight / Torch	Heavy-duty operational flashlight (Black/Grey). The provision and replacement of fresh batteries is the sole responsibility of the Agency.
15	Handheld Wireless Set	Fully operational walkie-talkie transceiver for active campus communication networks.
16	Special Protocol Dress	Where special protocols require, guards shall wear a neat Black or Blue Shalwar Qameez paired with traditional Peshawari Chappals (sandals), official belt, cap, and Company Monogram.
17	Hazmat & Bio-Protection Gear	Full tactical safety kit including high-filtration Face Masks, heavy-duty Gloves, Riot Shields, and a 450 GSM specialized Protection Suit for high-risk or hazardous containment scenarios.

Bidder's Execution & Verification

I/We hereby solemnly declare and guarantee that all personnel deployed will be fully trained, literate, and issued the complete seasonal kit matrix as detailed above. We understand that any deficiency in uniform or equipment during inspections will result in immediate financial penalties as per the tender rules.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: //2026

SECTION: OPERATIONAL PROTOCOLS & DEPLOYMENT MODUS OPERANDI

A. Wireless Communication Network & PTA Compliance

- **i. Frequency Licensing:** The Security Agency/Firm shall establish, configure, and maintain a seamless wireless communication network across both campuses, the Boys Hostel, and the Staff Town, strictly utilizing the official radio frequency allocated to the Agency by the **Pakistan Telecommunication Authority (PTA)**.
- **ii. Device Allocation:** The Security Agency shall provide fully operational, high-frequency handheld walkie-talkie sets to 100% of the guards actively deployed on duty.
- **iii. Power Backup & Link Uptime:** The Security Agency is solely responsible for providing necessary charging docks, high-capacity spare batteries, and maintenance support to guarantee that the wireless communication link remains operational **24/7/365** without interruption.
- **iv. Base Station Infrastructure:** The Security Agency shall install a heavy-duty Base Station equipped with a high-gain, long-range antenna. This base station must have the structural capability to maintain uninterrupted, clear audio communication with the Main Campus, Staff Town, Boys Hostels, and Girls Hostels.

B. Leaves Management & Reliever Mechanism

Each deployed security guard shall be entitled to four (04) monthly leaves and twelve (12) annual leaves as per statutory labor standards. However, the Security Agency/Service Provider shall be strictly bound to provide qualified **Reliever Guards** to cover these leave periods immediately, ensuring zero gap in campus security. The provision of relievers shall be managed entirely at the Agency's own expense, with **zero additional cost** to the University of Sindh, Jamshoro.

C. Guards Deployment Modus Operandi (SOPs)

- **C.1 Vetting, Interview & Certification:** Prior to the formal posting of any new security personnel, the Agency must email a detailed profile/CV of the guard to the University Security Office. The proposed guard must appear for a physical interview and evaluation by the University's Security Manager/Executive. No guard shall be deployed without undergoing proper institutional training. The Agency must issue an official deployment order accompanied by a certificate confirming that the guard has been thoroughly screened, background-cleared, and professionally groomed.
- **C.2 Shift Structure & Overtime Adjustments:** Deployed security operations shall be executed in three (03) distinct shifts comprising eight (08) hours each. Any extra duty hours performed beyond the standard shift due to institutional emergencies shall be compensated as overtime. No unauthorized leave shall be admissible to guards during their active shift deployment hours.
- **C.3 Overtime Disbursement Protection:** In scenarios where a guard is officially authorized to perform overtime, 100% of the calculated overtime disbursement must be paid directly to the respective security guard. The Security Agency is strictly prohibited from deducting any service charges, management fees, or administrative cuts from the guard's overtime allowance.
- **C.4 Punctuality, Late Reporting & Penalty Framework:** * Security guards must report to their designated duty stations fifteen (15) minutes prior to the official shift commencement.
 - Any guard arriving late by fifteen (15) minutes or more shall be marked absent. The Agency must deploy a qualified reliever within the next **thirty (30) minutes** at its own expense.
 - If the Agency fails to deploy a reliever within the stipulated 30-minute window, leaving the post unattended, the University reserves the right to impose a financial fine equivalent to **one full day's salary** of that post, which shall be deducted from the monthly bill in addition to the non-payment of that day's actual service cost.
- **C.4 Logistics & Rapid Mobility:** For swift shift rotations, emergency reinforcements, and timely deployments, the Security Agency shall utilize its own dedicated operational transport/vehicles to ensure that no single designated location is ever left abandoned or unattended.
- **C.5 Special Sensitive Deployments (Staff Town & Girls Hostels):** Security personnel deployed at sensitive locations, specifically the **University Staff Town** and **Girls Hostels**, must be exceptionally mature, highly disciplined, and meticulously selected. These guards must preferably be honorably discharged veterans from the Armed Forces of Pakistan, falling strictly within the mature age bracket of **40 to 55 years**.

Bidder's Execution & Verification

I/We hereby declare that our firm possesses valid PTA frequency allocations and fully accepts the deployment protocols, conflict-of-interest parameters, and penalty clauses detailed in this operational framework.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: / /2026

SECTION: ADMINISTRATIVE COMPLIANCE & LEGAL INDEMNITY (FINAL)

3.18 Night Duty Protocols & Alertness

- a. All security personnel assigned to night shifts are strictly directed and bound **not** to remove their prescribed uniforms, tactical gear, or shoes at any time during their duty hours.
- b. Switching off the primary illumination lights of any sentry post, check-post, or guardroom is strictly prohibited.
- c. Any guard found sleeping, resting, or inattentive while on active duty shall be immediately marked absent, and the penalty framework for unauthorized absence shall be invoked against the Agency.

3.19 Random Supervisory Checks & Log Endorsements

The Security Agency's mobile checkers and field supervisors must conduct regular, unannounced, and random surprise checks of all deployed guards, with a strict emphasis on the night shifts. The checking officer must physically endorse their findings, observations, time of visit, and signatures in both the **Agency's Guard Duty Checking Register** and the **University of Sindh, Jamshoro Security Office Logbook**.

3.20 Basic Weapon Alternates & Specialized Cadres

- a. The Security Agency shall provide high-intensity rechargeable torches (with extra battery cells) to all night guards and high-decibel safety whistles to 100% of the force at its own expense. Guards assigned to static positions or patrols who are not carrying firearms must be equipped with a professional, standardized security stick/baton (Kotak/Stick).
- b. The service provider shall remain bound to recruit, vet, and deploy specialized security cadres including, **Guards/Searchers, CCTV Operators, Boys Hostel Supervisors, and CCTV Technicians** strictly matching the criteria laid down in this bidding document.

3.21 Operational Mobility & Asset Demobilization

- a. **Flexible Premises Deployment:** The University of Sindh, Jamshoro reserves the right to re-route, detail, or deploy the security guards to any location within the University premises, or assign them to accompany the **University Transport Fleet** when students, faculty, or staff proceed on official outdoor institutional activities or events.
- b. **Removal of Equipment upon Termination:** Upon the legal expiration or formal termination of this agreement, the Service Provider shall be permitted to safely remove all its proprietary communication devices, base stations, antennas, and electronic equipment placed within the University premises, ensuring no damage is caused to institutional property during removal.

I. Administrative Requirements & Financial Transparency

- **I.1 Separation of Grievances:** The Security Agency shall ensure that its deployed guards do not directly approach, disturb, or engage the University Management or Administration regarding their personal grievances, administrative disputes, or wage issues. All such matters must be handled internally by the Agency's management.
- **I.2 Timely Salary真实 Disbursement:** To prevent demotivation and security lapses, the Security Agency must ensure that 100% of the salaries, wages, and allowances are paid to the deployed security personnel **by or before the 5th of each month**.
- **I.3 Standard Absentee Replacement:** In normal circumstances, when filling gaps or covering for absent guards, the Agency shall **not** pull or adjust security personnel from other existing locations within the University. Instead, fresh, rested, and qualified standby Security Personnel must be deployed.
- **I.4 Gazette Holidays & Overtime:** Deployed guards shall be entitled to standard leaves on official Gazetted Holidays. If required by the University to perform duties on such holidays, they shall be compensated with official overtime matching standard institutional rates.

J. Discipline, Independence & Prohibitions against Unionization

- **J.1 Disciplinary Alignment:** All security personnel must strictly abide by the rules, regulations, code of conduct, and disciplinary policies enforced by the University of Sindh, Jamshoro.
- **J.2 Investigation & Cooperation:** In the event of any security breach, lapse, theft, or untoward incident, the Security Agency is legally bound to extend 100% cooperation, data sharing, and assistance to the University's inquiry committee or law enforcement agencies. If any guard is found guilty or negligent, the Agency must penalize or terminate the employee under intimation to the University.
- **J.3 Independent Contractor Status:** The Service Provider is an **Independent Contractor**, and all services rendered under this contract are performed as such. The operational direction, internal management, and manner of performance of the security personnel shall remain solely within the administrative control of the Security Agency.
- **J.4 Mandatory Banking Channel Payments:** The Service Provider shall be solely and exclusively responsible for the payment of statutory wages, salaries, and applicable taxes to its employees within the due date. **All salary disbursements to the guards must be executed strictly through official Banking Channels (Direct Bank Transfer/Cheque).**

- **J.5 No Direct Employment Status:** The personnel provided by the Service Provider to perform security services for the University of Sindh, Jamshoro shall **not** have a direct employment contract or employer-employee agreement with the University. The security personnel shall strictly remain the sole corporate employees of the **Service Provider** at all times.

Bidder's Execution & Verification

I/We hereby fully accept and agree to all the night vigilance guidelines, administrative timelines, banking channel salary rules, independent contractor legal status, and the strict non-unionization protocols specified in this final framework.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: / /2026

SECTION: LABOR LAW COMPLIANCE, INSURANCE & BENEFIT FRAMEWORK

K. Life Insurance & Public Liability Compliance

- **K.1 Death Compensation:** The Security Agency/Firm shall mandatorily effect and maintain, at its own cost, comprehensive life insurance policies for all deployed guards/security staff. In the highly unfortunate event of death on duty, As per applicable labour laws.
- **K.2 Injury and Third-Party Indemnity:** The Agency shall maintain public liability insurance providing indemnity/compensation any bodily injury caused to a person or severe damage caused to property due to the proven negligence or operational oversight of the deployed security guard as per applicable labour laws.

L. Statutory Labor Laws Compliance (EOBI & SESSI)

- **L.1 General Labor Compliance:** The Security Agency/Firm shall ensure 100% compliance with all federal, provincial, and statutory laws, rules, and regulations regarding labor matters, minimum wages, and workplace safety applicable to the Service Provider in the Province of Sindh.
- **L.2 Minimum Age & Nationality Limit:** No security staff or guard under **20 years of age** shall be deployed at the University of Sindh, Jamshoro premises. Every guard must be a legitimate Pakistani National holding a valid CNIC, and must be certified as medically and physically fit.
- **L.3 EOBI Registration:** All security personnel deputed at the University by the Service Provider must be officially registered with the **Employees' Old-Age Benefits Institution (EOBI)** under the EOBI Act/Rules.
- **L.4 EOBI Card Timeline:** The Service Provider must hand over the official EOBI Registration Card to every deployed guard at the University within **forty-five (45) days** of the signing of this contract agreement.
- **L.5 SESSI Registration:** All security personnel deployed at the University of Sindh, Jamshoro by the Service Provider must be actively registered with the **Sindh Employees' Social Security Institution (SESSI)** to secure their medical and social security coverage.
- **L.6 Mandatory Quarterly Compliance & Penalty:** The Security Agency shall submit verified, paid bank challans/scrolls of **EOBI & SESSI** contributions to the University administration on every **quarterly basis**. Failure to provide these legal documents within the stipulated timeline shall attract a strict financial penalty equivalent to **2% of the total monthly contract amount**, deducted directly from the running bill.
- **L.7 APSAA Certification:** Every security professional deployed at the University premises must be formally cleared, vetted, and certified by the **All Pakistan Security Agencies Association (APSAA)**.

M. Comprehensive Medical Coverage

The Security Agency shall arrange and provide a robust health and hospitalization insurance facility for the deployed staff and their spouses through a registered, reputable Medical Insurance Company.

- **M.1 Coverage Limit:** The hospitalization limit must be up to **Rs. 200,000/- per person, per year** (Total Cover).
- **M.2 Scope of Medical Cover:** The insurance policy must comprehensively cover accidental emergencies, maternity care, and critical viral infections including Covid-19 protocols.

N. Mobile Phone Allowance

To ensure smooth operational communication and immediate rapid response reporting, the personnel belonging to specialized field management categories (specifically Categories A4, B5, and B6) shall be provided with a reasonable, designated monthly **Mobile Phone Allowance**, which must be disbursed as part of their official monthly salary structure via banking channels.

Bidder's Execution & Verification

I/We hereby solemnly declare and guarantee that our firm will fully comply with the EOBI, SESSI, and APSAA statutory mandates, and will arrange the life and medical insurance coverages exactly as specified above without any deviation.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: //2026

SECTION: MANDATORY BIDDER QUALIFICATION CRITERIA

Instructions to the Bidders:

- Bidders must fulfill **all** the mandatory eligibility criteria mentioned below.
- Failure to meet any single criterion or failure to attach the prescribed supporting documentary evidence shall result in **immediate disqualification/non-responsiveness** of the bid.
- The University of Sindh, Jamshoro reserves the absolute right to verify any submitted document/evidence at any stage. If any document is found unverified, fabricated, or false, the bid shall be rejected and the firm will face blacklisting under SPPRA Rule-35.

Eligibility Evaluation Checklist

Sr.	Description of Criteria	Required Supporting Evidence / Documentation	Yes	No
1.	Relevant Experience: Minimum Five (05) years' experience in providing similar security services to Government, Semi-Government, Autonomous Bodies, Universities, Hospitals, Banks, Industrial or Commercial Organizations.	Incorporation/Registration Certificate. Satisfactory Performance Testimonials issued by head of client organizations.		
2.	Financial Turnover: Minimum Average Annual Financial Turnover of PKR 30 million per year during the last three (03) financial years.	Audited Financial Statements' Annual Income Tax Returns for the last 3 years.		
3.	Tax Registrations: Active and valid registrations with Federal and Provincial tax authorities at the time of bid submission.	FBR National Tax Number (NTN) Certificate. Sindh Revenue Board (SRB) Sales Tax Registration Certificate. Active Taxpayer List (ATL) status proof.		
4.	Contracts: The bidder shall have successfully executed similar security service contracts supported by documentary evidence	Attested copies of valid Work Orders / Contract Agreements.		
5.	Key Management Professionals: Detailed profile and qualification of key administrative and operational management professionals.	Organogram of the firm. CVS detailing Designations, Military/Civil experience, and qualifications.		
6.	Provincial License: Valid and active regulatory license to legally operate a private security agency within the Province of Sindh.	Attested copy of valid License issued by the Home Department, Government of Sindh.		
7.	NOC Clearance: Valid No Objection Certificate (NOC) required for security operations.	Attested copy of NOC issued by the Government of Sindh.		
8.	Corporate Registration: Registered entity status under corporate laws of Pakistan.	Registration Certificate issued by the Securities and Exchange Commission of Pakistan (SECP) or Registrar of Firms.		
9.	Association Membership: Active and valid corporate membership with the central private security regulatory body.	Valid Membership Certificate of All Pakistan Security Agencies Association (APSAA).		
10.	Social Security Registration: Active registration with statutory labor and social welfare institutions.	Registration Certificates with EOBI and Sindh Employees' Social Security Institution (SESSI).		

Bidder's Execution & Verification

I/We hereby declare that our firm satisfies all the mandatory requirements outlined above and we have attached genuine, verifiable supporting documentation for each claim. We accept that the University of Sindh, Jamshoro holds the full right to reject our proposal if any document fails verification.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: / /2026

SECTION: TECHNICAL EVALUATION CRITERIA & SCORING MATRIX

General Evaluation Framework

- **a. Maximum Marks:** The total weightage allocated for the Technical Proposal evaluation is **100 Marks**.
- **b. Minimum Qualifying Threshold:** Bidders must secure a minimum of **70% (70 out of 100 Marks)** to be determined as technically responsive.
- **c. Mandatory Rejection:** Bidders scoring less than 70% shall be categorically disqualified and their procurement process will be terminated at the technical stage.
- **d. Financial Proposal Opening:** Pursuant to SPPRA Rules, the Financial Proposals of only those bidders will be opened who successfully clear the 70% technical qualification benchmark. Financial bids of non-responsive bidders will be returned unopened.
- **e. Evaluation Base:** Each proposal will be objectively graded according to the structured criteria defined below.

Category A: Operational Inventory (Weapons & Security Equipment)

Maximum Weightage: 12 Marks > Mandatory Note for Bidders: Bidders must attach verified documentary evidence in the form of valid corporate license copies, permits, or registration booklets. The firearm serial number must be clearly legible on all attached photocopies to claim marks.

Sr.	Description of Equipment Inventory	Grading Parameters / Range	Allocated Marks	Max Marks	Marks Obtained
A.1	Pistols (30 Bore or 9mm Semi-Automatic)	150 or more functional units from 50 to 149 functional units functional unitless than 50 functional units	2.0	2.0	
			1.0		
			0.0		
A.2	Magazine Shotguns (12 Bore / Repeaters)	150 or more functional unitsFrom 50 to 149 functional units Less than 50 functional units	2.0	2.0	
			1.0		
			0.0		
A.3	Explosive Detectors (Advanced Sniffers/Scanners)	05 or more operational unitsLess than 05 operational units Nil / No inventory	2.0	2.0	
			1.0		
			0.0		
A.4	Handheld Metal Detectors (HHMD)	25 or more operational unitsLess than 25 operational units Nil / No inventory	1.5	1.5	
			1.0		
			0.0		
A.5	Walk-Through Security Gates	05 or more operational systemsLess than 05 operational systems Nil / No inventory	1.5	1.5	
			1.0		
			0.0		
A.6	Under-Vehicle Scanners / Inspection Mirrors	25 or more operational unitsLess than 25 operational units	1.0	1.0	
			0.0		
-	SUB-TOTAL (CATEGORY A)		-	10.0	[To be filled by Committee]

*Note: Based on the numbers provided in the parameters, the items listed total up to **10 Marks**. Please ensure that the remaining **2 Marks** for Category A (to reach Max 12) are accounted for in the next sheets/items, or adjust the weightage accordingly.*

Bidder's Execution & Verification

We hereby declare that the numbers claimed in our technical submission match our on-ground inventory, and valid legal licensing copies are appended to support this evaluation sheet.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: //2026

CATEGORY B: COMMUNICATION & CONTROL MECHANISM EVALUATION

Maximum Weightage: 10 Marks > Mandatory Note for Bidders: Bidders must attach legible photocopies of valid licenses/permits issued by relevant regulatory authorities (such as PTA) with serial numbers and validity dates clearly visible to claim marks.

Technical Scoring Matrix (Communication & Command)

Sr.	Description of Parameter	Evaluation & Grading Range	Allocated Marks	Max Marks	Marks Obtained
B.1	PTA Wireless Frequency License License No: _____ Renewed Up To: _____	Valid & Active License (Attached Proof) License Required Renewal / In Process No Renewal / Expired / No License	2.5	2.5	
			1.5		
			0.0		
B.2	Location of Control Room / Quick Response Center (QRC) (Provide complete address details)	Operational within 10 km radius of UOS Operational within 20 km radius of UOS Operational within 30 km radius of UOS No localized Control Room / Nil	2.5	2.5	
			1.5		
			1.0		
			0.0		
B.3	Wireless / Handheld Communication Devices Inventory (Walkie-Talkie Sets owned by the Firm)	30 or more functional handheld sets Equal to or more than 15 sets (15 to 29) Less than 15 functional handheld sets	2.5	2.5	
			1.5		
			0.0		
B.4	Guard Control Room System & Vehicle Availability (Provide deployment & logistical plan details)	Will establish & maintain a dedicated system/QRC vehicle within UOS premises Maintained outside UOS premises	2.5	2.5	
			1.0		
-	SUB-TOTAL (CATEGORY B)	-	-	10.0	[By Committee]

Bidder's Execution & Verification

We hereby certify that the information, license validity data, and equipment numbers filled above are absolutely genuine, and the required regulatory certificates are attached herewith for evaluation.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

CATEGORY C: LOGISTICAL CAPACITY (AGENCY-OWNED TRANSPORT)**Maximum Weightage: 12 Marks****Mandatory Note for Bidders:** Bidders must attach copies of valid Excise & Taxation department registration books/smart cards under the corporate name of the firm. Leased or third-party rented vehicles will not be allocated full marks.**Technical Scoring Matrix (Logistics & Fleet)**

Sr.	Vehicle Category & Description	Evaluation & Grading Range	Allocated Marks	Max Marks	Marks Obtained
C.1	Administrative Vehicles <i>(Inspection Cars, Jeeps, Vans)</i>	10 or more registered units From 01 to 09 registered units Nil / No fleet availability	3.0	3.0	
			2.0		
			0.0		
C.2	Operational Vehicles <i>(Fitted with active wireless network)</i>	15 or more operational units From 01 to 14 operational units Nil / No wireless-equipped fleet	3.0	3.0	
			2.0		
			0.0		
C.3	Special Specialized Vehicles <i>(Armored / Bulletproof B6 or B8 Level)</i>	02 or more verified tactical units 01 verified tactical unit Nil / No armored asset	3.0	3.0	
			1.5		
			0.0		
C.4	Operational Motorbikes <i>(For rapid campus patrolling)</i>	25 or more registered motorbikes From 01 to 24 registered motorbikes Nil / No motorbikes available	3.0	3.0	
			1.0		
			0.0		
-	SUB-TOTAL (CATEGORY C)	-	-	12.0	[By Committee]

CATEGORY D: PERSONNEL TRAINING & GROOMING INFRASTRUCTURE**Maximum Weightage: 10 Marks****Mandatory Note for Bidders:** Provide complete physical addresses, photographs, and curriculum outlines for owned facilities. For institutional training, verified institutional certificates must be enclosed.**Technical Scoring Matrix (Training Capacity)**

Sr.	Training Parameter Description	Evaluation & Grading Range	Allocated Marks	Max Marks	Marks Obtained
D.1	Dedicated In-House Training Center <i>(Owned/leased facility for grooming guards)</i>	Training center located in Jamshoro / Hyderabad Training center outside local region but in Sindh Training center located outside Sindh Province	5.0	5.0	
			2.5		
			1.0		
D.2	APSAA Certified Trained Manpower <i>(Guards trained by APSAA school in 2023–2024)</i>	100 or more certified guards From 60 to 99 certified guards Less than 60 certified guards	5.0	5.0	
			2.5		
			1.0		
-	SUB-TOTAL (CATEGORY D)	-	-	10.0	[By Committee]

Bidder's Execution & Verification

I/We hereby verify that the fleet registration details and training certificates submitted are valid, accurate, and completely in line with SPPRA regulations.

Name of Bidder / Security Agency: _____**Designation:** _____**Company Seal / Stamp:** _____**Signature:** _____**Date:** //2026

CATEGORY E: PROVINCIAL OPERATIONAL FOOTPRINT & DEPLOYMENT STRENGTH**Maximum Weightage: 10 Marks**

Mandatory Note for Bidders: Bidders must attach verifiable proof of deployment for each claimed province (e.g., active Work Orders, Client Performance Certificates, or Institutional Deployment Lists). **The list must include the active contact numbers of the respective Client Security/Admin Managers** for verification purposes.

Technical Scoring Matrix (Provincial Presence)

Sr.	Province / Region of Active Deployment	Guard Strength & Grading Parameters	Allocated Marks	Max Marks	Bidder's Actual Deployment Details (To be filled by Bidder: No. of Guards / Locations & Client Contacts)	Marks Obtained (For Official Use)
E.1	Sindh (Home Province)	100 or more active guards From 51 to 99 active guards 50 or fewer active guards	5.0 2.5 1.0	5.0	Locations: _____ Total _____ Guards: _____ Client Contact: _____	
E.2	Punjab	10 or more active guards From 6 to 9 active guards 5 or fewer active guards	1.0 0.5 0.0	1.0	Locations: _____ Total _____ Guards: _____ Client Contact: _____	
E.3	Khyber Pakhtunkhwa (KPK)	10 or more active guards From 6 to 9 active guards 5 or fewer active guards	1.0 0.5 0.0	1.0	Locations: _____ Total _____ Guards: _____ Client Contact: _____	
E.4	Balochistan	10 or more active guards From 6 to 9 active guards 5 or fewer active guards	1.0 0.5 0.0	1.0	Locations: _____ Total _____ Guards: _____ Client Contact: _____	
E.5	Azad Jammu & Kashmir (AJK)	10 or more active guards From 6 to 9 active guards 5 or fewer active guards	1.0 0.5 0.0	1.0	Locations: _____ Total _____ Guards: _____ Client Contact: _____	

E.6	Gilgit-Baltistan (GB)	10 or more active guards From 6 to 9 active guards 5 or fewer active guards	1.0	1.0	Locations: _____	
			0.5		Total _____	
			0.0		Guards: _____	
					Client Contact: _____	
-	GROSS TOTAL (CATEGORY E)	-	-	10.0	-	[By Committee]

Bidder's Execution & Verification

I/We hereby declare that our agency maintains an active operational footprint in the regions specified above, and the client contact information provided is accurate and available for immediate verification by the University authorities.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: //2026

CATEGORY F: PROFESSIONAL SECURITY STAFF ON AGENCY PAYROLL**Maximum Weightage: 16 Marks****Mandatory Note for Bidders:** Bidders must attach clear, verifiable documentary proof of payroll registration, such as official employee lists, CNICs, and copies of military/law enforcement **Discharge Books** (for veteran cadres) to claim marks.**Technical Scoring Matrix (Human Resource Strength)**

Sr.	Cadre / Profile of Professional Staff	Evaluation & Grading Range	Allocated Marks	Max Marks	Marks Obtained (Official Use)
F.1	Commissioned Officers <i>(Retired from the Armed Forces of Pakistan)</i>	05 or more active officers on payroll	3.0	3.0	
		Less than 05 active officers on payroll	1.5		
F.2	Junior Commissioned Officers (JCOs) <i>(Retired Naib Subedar / Subedar or equivalent)</i>	05 or more active JCOs on payroll	3.0	3.0	
		Less than 05 active JCOs on payroll	1.5		
F.3	Non-Commissioned Officers (NCOs) <i>(Retired Naik / Havildar or equivalent)</i>	05 or more active NCOs on payroll	3.0	3.0	
		Less than 05 active NCOs on payroll	1.5		
F.4	Law Enforcement Veterans <i>(Ex-Police, Ex-Rangers, or Civil Armed Forces personnel)</i>	05 or more active personnel on payroll	3.0	3.0	
		Less than 05 active personnel on payroll	1.5		
F.5	Civilian Security Staff <i>(Trained civilian professionals)</i>	05 or more active civilians on payroll	1.0	1.0	
		Less than 05 active civilians on payroll	0.5		
-	SUB-TOTAL (CATEGORY F)	-	-	13.0	[By Committee]

CATEGORY G: IT-BASED ENVIRONMENTS & ISO CERTIFICATION**Maximum Weightage: 10 Marks****Mandatory Note for Bidders:** Provide authentic screen captures/reports of the active Enterprise Resource Planning (ERP) software system, along with valid, non-expired ISO Certificates verified by an accredited international registration authority.**Technical Scoring Matrix (Technology & Standardization)**

Sr.	Technological & Standardization Parameter	Evaluation & Grading Range	Allocated Marks	Max Marks	Marks Obtained (Official Use)
G.1	Enterprise Resource Planning (ERP) Integration <i>(Is the Agency/Firm maintaining its operational, HR, and billing records through a centralized ERP system?)</i>	Yes (Provide software details & module certificate) No / Manual record-keeping	4.0 0.0	4.0	
G.2	ISO Quality Standardization Certification <i>(Is the Agency/Firm certified for quality standard security services through ISO?)</i>	Yes (Provide valid ISO copy & issuing authority data) No / No certification held	6.0 0.0	6.0	
-	SUB-TOTAL (CATEGORY G)	-	-	10.0	[By Committee]

Bidder's Execution & Verification

I/We hereby certify that the payroll numbers, veteran cadres, ERP implementation details, and ISO credentials submitted above are accurate, valid, and fully auditable by the University authorities.

Name of Bidder / Security Agency: _____**Designation:** _____**Company Seal / Stamp:** _____**Signature:** _____**Date:** //2026

CATEGORY H: MAJOR CLIENT PORTFOLIO & CONTRACT DURATION**Maximum Weightage: 10 Marks**

Mandatory Note for Bidders: Bidders must provide verifiable evidence for each claimed client in the form of official Work Orders, signed Contract Agreements, or Client Performance/Satisfactory Certificates. The details must reflect currently active or successfully executed major contracts.

Technical Scoring Matrix (Client Portfolio Strength)

Sr.	Parameter Description	Evaluation & Grading Range	Allocated Marks	Max Marks	Marks Obtained (Official Use)
H.1	Top-Tier Active Client Portfolio <i>(Number of renowned National or Multinational organizations presently being serviced)</i>	10 or more verified organizations	10.0	10.0	
		05 to 09 verified organizations	5.0		
		Less than 05 / No corporate footprint	0.0		
-	SUB-TOTAL (CATEGORY H)	-	-	10.0	[By Committee]

Bidder's Client Deployment Record Sheet

Bidders must fill out this matrix accurately. Columns "From" and "To" must indicate the exact start and expiry dates of the contract agreement.

Sr.	Name of National / Multinational Client Organization	Complete Deployment Location(s)	Total Number of Guards Deployed	Contract Duration (DD/MM/YYYY) From	Contract Duration (DD/MM/YYYY) To	Remarks / Nature of Security Services Provided (Static, Escort, Quick Response, etc.)
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						

Bidder's Execution & Verification

I/We hereby declare that our firm actively provides security services to the organizations listed above. We have attached valid work orders/certificates for each entry and understand that the University of Sindh, Jamshoro may cross-verify these contacts at any time.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: //2026

CATEGORY I: ACADEMIC INSTITUTIONAL EXPERIENCE PORTFOLIO**Maximum Weightage: 10 Marks**

Mandatory Note for Bidders: Bidders must attach legitimate copies of valid Work Orders, active Contract Agreements, or satisfactory Performance Certificates specifically issued by Higher Education Commission (HEC) recognized universities, colleges, or reputable school networks to claim marks under this section.

Technical Scoring Matrix (Educational Sector Footprint)

Sr.	Parameter Description	Evaluation & Grading Range	Allocated Marks	Max Marks	Marks Obtained (Official Use)
I.1	Academic Client Portfolio <i>(Number of reputable Educational Institutions presently being serviced)</i>	10 or more verified academic institutions	10.0	10.0	
		05 to 09 verified academic institutions	5.0		
		Less than 05 / No institutional experience	0.0		
-	SUB-TOTAL (CATEGORY I)	-	-	10.0	[By Committee]

Bidder's Academic Sector Deployment Record Sheet

Bidders must fill out this matrix with exact academic deployment records. Columns "From" and "To" must indicate the precise calendar dates of the contract tenure.

Sr.	Name of Reputable Educational Institution	Complete Campus Location / City	Total Number of Guards Deployed	Contract Duration (DD/MM/YYYY) From	Contract Duration (DD/MM/YYYY) To	Remarks / Nature of Campus Security (Gate Security, Hostel Patrol, Lady Searchers, etc.)
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						

Bidder's Execution & Verification

I/We hereby solemnly declare that our agency actively provides security coverage to the educational institutions listed above. We have enclosed authentic documentary evidence for each entry and understand that any false declaration will lead to our immediate disqualification from the tender process.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: //2026

FINAL UNDERTAKING & BIDDER CORPORATE PROFILE

Solemn Affirmation & Certification

"I/We hereby certify that all the parts, sections, operational terms, conditions, performance frameworks, and evaluation criteria of this tender document have been thoroughly read, clearly understood, and unconditionally agreed upon. I/We solemnly declare that our firm shall strictly abide by all the clauses, penalty metrics, and instructions issued by the University of Sindh, Jamshoro throughout the procurement cycle and subsequent contract duration without any deviation or dispute."

Corporate Identification Profile

Parameter	Bidder Response Field (<i>To be typed/written by the Bidder</i>)
Name of Firm / Corporate Entity (M/s):	_____
Authorized Contact Person / Representative:	_____
Designation of Contact Person:	_____
Registered Corporate Address:	_____
Official Telephone Number(s) (Landline):	_____
Official Fax Number:	_____
Active Mobile / Cellular Number:	_____
Official Corporate Email Address:	_____

Export to Sheets

Official Execution & Validation

Authorized Signature: _____

Name of Signatory: _____

National Identity Card (CNIC) Number: _____

Official Corporate Seal / Stamp: _____

Date of Execution: //2026

FORM OF CONTRACT AGREEMENT

THIS SERVICE AGREEMENT (hereinafter referred to as the "Agreement") is formally executed and entered into at **Jamshoro, Sindh**, on this _____ day of _____, 2026.

BY AND BETWEEN

UNIVERSITY OF SINDH, JAMSHORO, a public sector higher education institution established under the laws of Pakistan, operating through its authorized officer, the **Registrar**, having its principal administrative office at the Main Campus, Jamshoro, Sindh, Pakistan (hereinafter called and referred to as "**UOS**", which expression shall, wherever the context so permits or requires, be deemed to mean and include its legal representatives, administrators, executors, successors-in-interest, and permitted assigns) of the **FIRST PART**;

AND

M/S [INSERT SECURITY COMPANY NAME], a registered private security service agency operating under valid provincial licenses, having its principal place of business/registered corporate office at _____ (hereinafter called and referred to as "**THE SERVICE PROVIDER**", which expression shall, wherever the context so permits or requires, be deemed to mean and include its legal representatives, administrators, executors, successors-in-interest, and permitted assigns), operating through its authorized Proprietor / Chief Executive Officer, **Mr./Ms.** _____, holding valid CNIC No. _____, of the **SECOND PART**.

*(Each of the parties mentioned above shall individually be referred to as a "**Party**" and collectively as the "**Parties**").*

WITNESSETH & PREAMBLE

- **WHEREAS**, UOS is desirous of outsourcing comprehensive security services to safeguard and protect its institutional premises, immovable assets, movable property, personnel, faculty, administrative staff, visiting students, and campus residents;
- **WHEREAS**, UOS officially offered to appoint the Service Provider, and the Service Provider has unconditionally accepted the said offer, representing that it possesses the requisite specialized expertise, valid statutory licensing, trained human resources, logistical infrastructure, and tactical capabilities required to deliver optimal security operations on a suitable scale;
- **NOW, THEREFORE**, in consideration of the mutual covenants, financial understandings, and promises set forth herein, the Parties agree, declare, and contract as follows:

ARTICLE I: DUTIES & SCOPE OF AGREEMENT

1.1 Operational Jurisdiction

The Service Provider shall provide highly disciplined, alert, and fully equipped security personnel, management staff, and tactical equipment in accordance with the specific operational requirements mandated by UOS at the following primary installations:

- **a. Main Campus, University of Sindh, Jamshoro** (including all academic blocks, administration zones, laboratories, hostels, libraries, and surrounding perimeter lines).
- **b. University Staff Town & All Residential Sectors.**

1.2 Dynamic Allocation & Institutional Discretion

The Service Provider remains strictly responsible for deploying security resources at any specific or desired point within the designated campus geography. UOS management retains the absolute administrative discretion to dynamically modify the deployment map. Identified security posts or operational locations may be withdrawn, shifted, or added at any given time by the UOS Security Command, and the Service Provider shall comply with such deployment directives without delay.

1.3 Supervision, Command & Approval Hierarchy

All security operations, guard assignments, shift rotations, and emergency counter-measures executed by the Service Provider within the premises of UOS shall be conducted under the direct supervision, command, and ultimate administrative approval of the **authorized Security Manager / Security Executive Office of the University of Sindh, Jamshoro**.

Contract Execution Endorsement

In witness whereof, the Parties hereto have set their respective hands, signatures, and corporate seals on the day, month, and year first written above.

For & On Behalf of First Part (UOS) Name:

Designation: **Registrar, University of Sindh** CNIC Number:

For & On Behalf of Second Part (Service Provider) Name:

Designation: **Proprietor / CEO** CNIC Number:

WITNESS 1 (UOS Nomination): Signature: _____

Name: _____

CNIC: _____

WITNESS 2 (Agency Nomination): Signature: _____

Name: _____

CNIC: _____

Official Company Seal / Stamp: _____

ARTICLE IV: SPECIAL TERMS & CONDITIONS (CONTINUED)

4.4 Statutory Taxation & Registrations

- **a.** All applicable federal, provincial, and local taxes, duties, levies, and corporate cess (including Income Tax and Sindh Sales Tax) shall be borne exclusively by the Service Provider.
- **b.** The Service Provider must maintain an active registration status with the Federal Board of Revenue (FBR) and the Sindh Revenue Board (SRB), and its name must appear on the Active Taxpayers List (ATL).

4.5 Strict Prohibition of Sub-Letting

The Service Provider shall **not** assign, sub-let, transfer, or sub-contract this agreement, or any part, volume, or share of the designated security services, to any third-party firm, agency, or individual in any form or manner whatsoever. Any violation shall result in the immediate termination of the contract and forfeiture of the Performance Security.

4.6 Stamp Duty Levies

Pursuant to the Stamp Act and Government of Sindh policies, a mandatory **Stamp Duty of 0.35%** calculated against the total gross value of the awarded Work Order/Contract shall be levied and paid by the Service Provider at the time of contract execution.

4.7 Vetting & Regulatory Clearances

The Service Provider is legally bound to provide authentic, valid, and updated Clearance, Registration, and Licensing Certificates issued by all relevant statutory authorities, including but not limited to the Ministry of Interior (Government of Pakistan), the Home Department (Government of Sindh), and the All Pakistan Security Agencies Association (APSAA).

4.8 Breakdown of Guard Emoluments

To eliminate labor exploitation and ensure transparency, the Service Provider must submit a complete, itemized financial breakdown of the unit cost charged for a single guard to UOS. This breakdown must explicitly detail the basic wage, allowances, and statutory contributions to verify that the guard is receiving the government-declared minimum wage.

4.9 Mandatory Biometric Attendance & Month-End Verification

- **a.** The deployment of an advanced **Biometric Attendance System** is a mandatory operational requirement. Daily attendance, shift transitions, and deployments against each post must be verified via biometric logs.
- **b.** The attendance cycle shall close on the final day of every calendar month. The consolidated attendance sheet shall be cross-verified and approved via official email by the designated UOS Security Representative by or before the **10th day of the current month** to process payments.

4.10 Alternate Manpower Allocation & Category Interchanging

Any additional manpower requested by UOS over and above the baseline quantities specified in the initial Scope of Work shall be billed at the same contractually agreed rate. Furthermore, the Service Provider is bound to interchange personnel across existing approved trades/categories (e.g., static guards, supervisors, searchers) immediately upon receiving a written directive from UOS.

4.11 Disbursal of Salaries & Late Payment Penalty

- **a.** The Service Provider must disburse 100% of the salaries, allowances, and wages to the security personnel deployed at UOS strictly through **Direct Bank Transfer or Account Payee Cheques by or before the 5th day of each calendar month positively**.
- **b.** In case the Service Provider fails to clear the guards' salaries by the 5th of the month, UOS reserves the absolute right to deduct a **2.5% financial penalty from the Service Provider's monthly invoice** for that specific month.

4.12 Invoice Processing Window

The Service Provider shall raise an accurate monthly commercial invoice mapped against the verified biometric attendance at the end of every month, and UOS shall process and clear the approved invoice within **thirty (30) days** of its formal administrative receipt.

4.13 Overtime Mechanism & Policy Alignment

- **a.** Overtime allowances (where applicable and authorized by UOS) shall be paid to the eligible employees at mutually agreed rates, which shall be derived transparently from the total number of extra operational hours performed.
- **b.** The overall salary structure, basic wages, allowances, and emoluments paid to the security personnel must remain strictly consonant and compliant with the prevalent labor policies and minimum wage notifications issued by the Government.

4.14 Security Equipment Rental Provision

UOS may, at its own administrative discretion, hire or rent technical security hardware, scanners, or specialized equipment by or through the Service Provider. The rental charges for such equipment shall be paid by UOS based on pre-approved corporate quotations, separate bills, and dedicated commercial invoices verified by the competent authority.

4.15 Absolute Indemnity Against Third-Party & Labor Liabilities

- **a.** The Service Provider hereby completely **indemnifies, frees, and holds harmless UOS, its administration, and officers** from any financial, legal, civil, or criminal liability, lawsuit, or judicial course in the event that any employee of the security agency files a claim regarding injury, medical disability, or death on duty.
- **b.** Any claims resulting from operational injuries, accidental mishaps, loss of limb, or loss of life of the guards, laborers, or workers engaged directly or indirectly by the Service Provider shall be settled, managed, and paid exclusively by the Service Provider. UOS shall in no way be held responsible for any financial compensation, medical damages, or legal costs in this connection.

Bidder's Execution & Verification

I/We hereby unconditionally accept, agree, and sign against all the special terms, taxation guidelines, biometric attendance rules, bank salary parameters, and legal indemnity clauses specified in this framework.

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: //2026

ARTICLE V: LEGAL INDEMNIFICATION & RELATIONSHIP CAPACITY

- **5.1 General Indemnity:** The Service Provider shall fully defend, indemnify, and hold harmless the University of Sindh, Jamshoro (UOS) from and against any and all losses, costs, liabilities, legal expenditures, or structural damages resulting from any misrepresentation, omission, administrative negligence, or breach of warranty committed by the Service Provider under this Agreement. This protection extends to any lawsuit, action, judicial proceeding, or demand brought forward by any third party, including federal, provincial, or governmental authorities, in connection with this execution.
- **5.2 Non-Agency Relationship:** UOS shall not bear any liability, civil or criminal, for any unauthorized act, oversight, violation, or omission committed by the deployed security personnel. It is explicitly acknowledged and agreed between the Parties that this Agreement is strictly for services and does not constitute an agency, partnership, joint venture, or employer-employee relationship between UOS and the Service Provider or its personnel.

ARTICLE VI: RESOLUTION OF DISPUTES (ARBITRATION)

- **6.1 Amicable Interpretation:** In the event of any dispute, disagreement, or controversy arising out of the interpretation of the provisions of this Agreement or any modification hereto, each Party shall first submit its respective formal interpretation to the other for mutual consideration and amicable settlement.
- **6.2 Arbitration Mechanism:** If the dispute is not settled amicably within fifteen (15) days, the controversy or claim arising out of or relating to this Agreement, or the breach thereof, shall be formally resolved through binding arbitration pursuant to the **Arbitration Act, 1940**.
- **6.3 Arbitrator & Venue:** The Vice-Chancellor of the University of Sindh, Jamshoro, or their designated nominee, shall have the absolute right to act as the Sole Arbitrator. The decision rendered by the Arbitrator shall be final, definitive, and legally binding upon both Parties. All arbitration proceedings shall be strictly governed by the substantive and procedural laws of Pakistan. The official venue of the arbitration shall be the **Main Campus, University of Sindh, Jamshoro**.

ARTICLE VII: TERMINATION OF CONTRACT

- **7.1 Termination for Convenience / Unsatisfactory Performance:** UOS reserves the absolute right to terminate this entire Agreement at any time if the security job is not executed in strict accordance with the institutional requirements or standard operating procedures, by serving a **15 days' prior written notice** to the Service Provider.
- **7.2 Itemized/Partial BoQ Termination:** UOS may independently terminate or delete any specific part, item, segment, or shift of the Bill of Quantities (BoQ) if the required service delivery standards are breached or compromised, without invalidating the remainder of the contract.

ARTICLE VIII: OPERATIONAL INDEMNITY & BRAND REPUTATION

The Service Provider, in its individual corporate capacity, explicitly undertakes to indemnify and keep UOS, and any person or entity claiming through UOS, fully indemnified and harmless from and against all damages, expenses, or institutional goodwill losses incurred as a result of any operational fault, security neglect, structural omission, or misconduct by the Service Provider's staff that compromises or damages the reputation, public safety quality, or operational standard of UOS.

ARTICLE IX: NOTICES & FORMAL COMMUNICATIONS

Any notice, directive, or communication required to be given under this Agreement shall be deemed legally sufficient if it is issued in writing and dispatched through an official courier service or via registered mail with acknowledgement due, addressed to the respective signatory offices of the Parties.

ARTICLE X: LEGAL SEVERABILITY

If any term, clause, covenant, or condition of this Agreement is adjudged to be invalid, illegal, or unenforceable in any court of law or equity by a competent judicial authority, such invalidity shall not affect the remaining provisions. The remainder of this Agreement shall stay fully active, valid, and enforced to the fullest extent permitted by the prevailing law.

ARTICLE XI: PERFORMANCE-BASED RENEWAL

The baseline tenure for this security services contract is **one (01) year (12 Months)** effective from the date of formal signing of the Agreement or issuance of the Letter of Acceptance (LoA). Any subsequent renewal for another term shall not be automatic; it shall be exclusively predicated upon the highly satisfactory performance evaluation of the Service Provider and the mutual written consent of both Parties.

ARTICLE XII: MANDATORY INTEGRITY PACT

(This Pact is a declaration of charges, fees, commission, taxes, and levies payable by the Service Provider to ensure clean business practices). **M/S [Insert Security Company Name]** hereby solemnly declares and warrants that:

- **(a)** It has not obtained and shall not obtain the procurement work, contract, right, interest, privilege, or other benefit from UOS or any administrative/financial office thereof through any corrupt, fraudulent, collusive, or coercive business practice.
- **(b)** Without limiting the generality of the foregoing, the Service Provider represents and warrants that it has fully declared all charges, fees, commissions, taxes, or levies paid or payable to anyone, and has not given, agreed to give, and shall not give to anyone within or outside UOS, directly or indirectly through any intermediary, any commission, gratification, bribe, kickback, or gift—whether described as a consultation fee or otherwise—with the object of obtaining or inducing this service contract.
- **(c)** The Service Provider accepts full responsibility and strict liability for making any false declaration, misrepresenting facts, or taking any action designed to defeat the purpose of this declaration. Any contract obtained via such means shall, without prejudice to any other rights and remedies available to UOS under law, be declared **void ab initio** at the sole discretion of UOS.

- **(d)** The Service Provider agrees to fully indemnify UOS for any financial loss or structural damage incurred on account of its corrupt practices and further pay liquidated damages to UOS in an amount equivalent to ten times the sum of any commission, gratification, bribe, or kickback given for the purpose of inducing this procurement.

ARTICLE XIII: FORCE MAJEURE

- **13.1 Mitigation of Non-Performance:** Neither Party shall be held liable for any delay or failure in performing its obligations under this Agreement if such failure is caused by an event of Force Majeure—meaning circumstances entirely beyond the reasonable control of the affected Party which could not have been foreseen, prevented, or avoided by a judicious person.
- **13.2 Scope of Force Majeure:** These events include, but are not restricted to: Acts of God, acts of public enemies, war, terrorism, arson, civil commotion, acts of Government, quarantine restrictions, fires, floods, pandemics, epidemics, freight embargoes, and unusually severe weather conditions. The Service Provider shall not be required to return consideration amounts for the specific duration where operations were physically impossible due to a verified Force Majeure event.

ARTICLE XIV: PAYMENT & TAXATION TERMS

- **14.1 Attendance Matrix:** Monthly payments shall be processed and released strictly on a monthly basis upon the receipt of a proper commercial invoice, accompanied by the verified **Biometric Attendance Machine logs** and a satisfactory service performance advice signed by the UOS Security Office.
- **14.2 Statutory Deductions:** All payments made by UOS to the Service Provider shall be subject to mandatory deductions of Withholding Income Tax, Sindh Sales Tax (SST), and any other applicable government levies or corporate cess in accordance with the prevailing federal and provincial laws of Pakistan.

ARTICLE XV: MISCELLANEOUS PROVISIONS

- **(a) Quantum Meruit for Extra Works:** Any addition, modification, or alteration requested by UOS in writing that entails extra operational time, specialized material, or additional labor beyond the initial scope shall be charged separately on a verified *Quantum Meruit* basis, subject to written validation by the competent authority.
- **(b) Quantity Modification:** The Competent Authority of UOS reserves the absolute right under procurement rules to alter, increase, or decrease the quantity of manpower or equipment at any phase without assigning any reason, and billing shall be adjusted pro-rata based on the contract unit rates.
- **(c) Complete Understanding:** The entire terms and conditions of this Agreement have been read over to both Parties, who fully admit their correctness and agree to abide by them unconditionally.
- **(d) Bidding Document Integration:** All terms, conditions, penalties, and specifications mentioned in the original bidding document, technical criteria, and financial bid forms shall form an **integral and inseparable part of this Agreement** and cannot be revoked or altered.
- **(e) Written Amendments Only:** No amendment, structural modification, waiver, or change in respect of this Agreement shall be valid or effective unless executed strictly in writing and signed by the authorized signatories of both Parties.
- **(f) Contract Validity Lifespan:** This Agreement shall be officially operational and effective from _____, 2026 up to _____, 2027.

Contract Execution Endorsement

Name of Bidder / Security Agency: _____

Designation: _____

Company Seal / Stamp: _____

Signature: _____

Date: / /2026