

**MEMORANDUM OF UNDERSTANDING**

General

1. This Memorandum of Understanding (hereinafter referred as "MoU") is made and entered into by and between State Industrial Security Force (SISF) (GO (MS) 244/2012/Home dtd. 20/09/2012) and the Management of -----  
----- (Name of Undertaking) through their authorised signatory whose address is -----  
----- and the management of (Name of undertaking) represented through -----  
----- whose address is -----  
----- in order to provide -----SISF personnel with Arms and----- SISF personnel without Arms.
2. This MoU is effective upon the day and date last signed and accepted by the duly authorised representatives of the parties to the MoU and it will remain in force and effect till the time SISF is deputed to the Government/Private Organisation/Establishment concerned herein after called Client Organisation and/ or the Unit. The head of the SISF personnel deployed so, hereafter is indicated as Guard Commander.
3. **Infrastructure and Equipment:** The Client Organisation shall provide the infrastructure,office accommodation,security related infrastructure, gadgets and connectivity for communication and amenities like guard room/rest room,coats, furniture etc for the SISF personnel on duty.
4. **Safety Measures:-** While deploying the SISF at the Client Organisation, an officer from SISF not below the rank of Asst. Commandant visit the place of guard and prepare a proper Guard Order Part -I and a Guard Order Part-II in accordance with the nature of guard and premises where the guard is provided/ and the suggestion if any of the Client Organization which are mutually acceptable for both parties can be incorporated..
5. **Arms& Ammunition:-** SISF will provide arms and ammunition which may be required to be deployed in compliance with the provisions contained in this MoU.
6. **Consumable:-** The Client Organisation will provide necessary consumables for the day to day functioning of the SISF deployed at their premises. The Client Organizations shall provide necessary canteen facilities to the SISF Guard personnel in a subsidized rate if possible.
7. **Cost of Deployment:-** The deployment of the force will be entirely at the cost of the Client Organisation which,interalia, will include the following costs of deployment of SISF personnel in connection with the security of the Client Organisation. The cost mentioned below is excluding service tax: (GO (Rt) 2085/17/Home dated 05/08/2017).

Police Inspector - Rs. 2800/- per day (for 8 hours duty)

Police Sub Inspector - Rs. 2300/- per day (for 8 hours duty)

SCPO/Havildar – Rs.1500/- (The rate is subject to the revision by the Govt)

Police Constable (Unarmed Security Guard) - Rs. 1400/- per day (for 8 hours duty)

Police Constable (Armed Security Guard) - Rs. 1500/- per day (for 8 hours duty)

The above rates will be reviewed and re-fixed in the following circumstances

(a) As and when the Govt. of Kerala enhance the Dearness Allowance to be paid to the SISF personnel.

(b) As and when there is a new pay revision order come into force.

(c) As and when the Govt. of Kerala issue orders to enhance the cost of deployment of SISF

**8. Payment of Deployment Charges:-** Bills on account of deployment charges will be preferred by SISF for every month by the 10<sup>th</sup> of the subsequent month and the Client Organisation will make the payment within 10 days thereafter. In the event of default in payment of SISF dues, a penal interest @ 2% will be paid by the Client Organisation for the period of such default. Payment should be made by Demand Draft only.

**9. Deployment of SISF personnel on duty:-** The SISF personnel should be deployed/used only for guarding the property of the client organisation. They should not be deployed/used for any other duties. If the SISF personnel has to be shifted from one premise to another premise, prior concurrence of the Commandant of SISF should be obtained.

**10. Termination:-** In case of failure to respect the obligation as contained in this MoU, SISF / Client Organization may withdraw/ terminate the service of SISF Guard with a short notice of minimum one month.

In case of default in payment of SISF dues over a period of 2 months, SISF may issue formal notice to the authorised signatory of the Client Organisation for withdrawal of SISF duty.

**Notwithstanding the above, Government of Kerala reserves the right to withdraw SISF from the Unit at any time in the broader National/Public Interest.**

**In case of any dispute between both parties regarding this agreement the Civil Courts at Thiruvananthapuram are only having the jurisdiction.**

Name and Signature of the Authorised representative of client organisation	Name and Signature of the Authorised representative of SISF
Designation	Designation
Place	
Date	

