

Item	Specification ¹	Statement of Compliance ²
A.1.1	Must be at least 22 years of age and not more than 50 years;	
A.1.2	Must be able to read and write:	
A.1.3	Must have at least two years of experience as a guard or an ex-serviceman;	
A.1.4	Must be polite but firm, disciplined, physically fit and alert to perform the duties of a guard;	
A.2	Must have first-aid training, first safety training and adequate security duty training and firing of arms training, prior to deployment for work. The Contractor shall likewise ensure that regular periodic refresher training course is provided to its personnel, provide schedule of training program and title of training to the CSU. Documents and records of the same may be asked for by the CSU Management periodically, to verify and ensure compliance.	
A.3	The Contractor shall submit the list of its personnel to be deployed, along with their duly accomplished Personal Data Sheet (PDS) for approval. Deployment of a new security personnel as replacement is subject to the approval of the CSU Management and/or its authorized representative. The CSU has the right to order/direct the Contractor to replace any of the personnel engaged by him who are found unsuitable; the Contractor shall immediately replace such personnel.	
A.4	The number of security guards indicated in the deployment schedule may be increased or decreased, at the sole discretion of the CSU Management.	
B	COMPLETENESS OF UNIFORMS AND PARAPHERNALIA:	
B.1	The security personnel deployed should be in proper uniforms with name badges. The incidentals such as belt, shoes, socks, caps shall be borne by the Contractor at its cost. His/her polo must be tucked in neatly and buttoned (except the collar button).	
B.2	The security guard deployed by the Contractor must wear at all times, an identification card, which shall have to be issued to him for said purpose.	
B.3	The Contractor shall provide each security personnel on duty with whistle, umbrella, raincoat, rain boots, search lamp, torch, basic first aid kit, handcuffs, tear gas, and expandable baton. Riot shield/truncheon and helmets must also be provided whenever necessary.	
C	OTHER DUTIES OF CONTRACTOR:	
C.1	The contractor shall be at all times use all reasonable efforts to maintain discipline and good order among its personnel. The Contractor shall be responsible for all acts done by the personnel engaged by it. Any act of indiscipline, misconduct, theft, pilferage on the part of any personnel engaged by the Contractor resulting in any loss to the CSU, will be viewed seriously. The CSU has the right to take appropriate action, including the termination of the contract.	

