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PART IV-A

Rules and Orders (Other than those published in Parts I, I-A, and I-L) made
by the Government of Gujarat under the Central Acts

HOME DEPARTMENT

NOTIFICATION

Sachivalay, Gandhinagar, 7th June, 2024

PRIVATE SECURITY AGENCIES (REGULATION) ACT, 2005.

No. GG/68/2024/SB-I/SSA/102010/1082 :- In exercise of the power conferred by sub-section (1) of section 25 read with section 11 of the Private Security Agencies (Regulation) Act, 2005 (29 of 2005) and in supersession of the Gujarat Private Security Agencies Rules, 2007, except as respects things done or omitted to be done before such supersession, the Government of Gujarat, hereby makes the following rules, namely:-

1. Short title and commencement. —

- (1) These rules may be called the Gujarat Private Security Agencies (Regulations) Rules, 2024.
- (2) They shall come into force from the date of their publication in the *Official Gazette*.

2. Definitions. - (1) In these rules, unless the context otherwise requires, -

- (a) “Act” means the Private Security Agencies (Regulation) Act, 2005;
- (b) “Agency” means the Private Security Agency or Private Security to Cash Transportation Activities;

- (c) “ATM” means the automated teller machine that dispenses cash or performs other banking services when an account holder of any bank inserts a Bank card therein;
- Explanation**-For the purpose of this above clause, “Bank Card” includes credit card or debit card issued by authorized bank.
- (d) “Cash Handling Agency”, “Cash Replenishment Agency” or “Cash-in-Transit Agency” means any agency or entity, by whatever name called, engaged in cash transportation activities;
- (e) “Cash Transportation Activities” means the physical transfer of cash, such as bank notes, coins, credit card, debit card or other items of value from one location to another, and includes loading cash into or unloading cash from an ATM machine;
- (f) “Controlling Authority” means the Controlling Authority so designated under sub section (1) of section 3 of the Act;
- (g) “Form” means a Form appended to these rules;
- (h) “Industrial Security Guard” means a person providing private security with or without arms to Industrial Units, Commercial Units and other places and includes a Supervisor;
- (i) “Licence” means a licence granted under the Act;
- (j) “Portal” means online portal <https://psara.gov.in/> available on the official website of the Ministry of Home Affairs, Government of India.
- (k) “Private Security” or “Private Security Agency” shall have the same meaning as assigned to it in clause (f) or clause (g) of section 2 of the Act;
- (l) “Residential Security Guard” means a person providing private security with or without arms to Housing Co-operative Societies, Apartments, individual Residences etc. and includes a Supervisor;
- (m) “Schedule” means a Schedule appended to these rules.

- (2) Words and expressions not defined in these rules but defined in the Act, shall have the same meaning respectively assigned to them in the Act.

3. Manner of making application for grant of licence. —

- (1) Every application by an Agency for the grant of a licence under sub-section (1) of section 7 of the Act, shall be made to the Controlling Authority in **Form I** available on the online Portal along with an affidavit in **Form X** incorporating the details in relation to the provisions contained in sub-section (2) of section 7 of the Act.
- (2) Every application referred to in sub-rule (1) shall be accompanied by an electronic evidence showing the payment of fees as specified under sub section (3) of section 7 of the Act, payable to the Controlling Authority.
- (3) Every application referred to in sub-rule (1) shall be made online through the portal to the Controlling Authority.
- (4) On receipt of the application referred to in sub-rule (1), the Controlling Authority shall after noting thereon the date of receipt by him of the application, grant an e-acknowledgment to the applicant.
- (5) If the applicant is a company, a firm or an association of persons, the application in **Form I** shall be accompanied by **Form II** for every proprietor or majority shareholder, partner or director of the company, as if they were also the applicants.

4. Verification of antecedents of the applicants.—

- (1) Every applicant while making an application to the Controlling Authority for the issue of a fresh licence or renewal shall enclose the **Form II** for verification of his antecedents. If the applicant is a company, a firm or an association of persons, the application shall be accompanied by **Form II** for every proprietor or majority shareholder, partner or director of the company, as if they were also the applicants.

- (2) On receipt of such application, the Controlling Authority shall make such inquiries, as it considers necessary to verify the contents of the application and the particulars of the applicant.
- (3) The Controlling Authority shall utilise electronic databases of crime and criminals like the Crime and Criminal Tracking Networks and Systems (CCTNS), Interoperable Criminal Justice System (ICJS) for the purpose of verification of antecedents of the applicant.
- (4) Wherever any applicant's antecedents have been verified in any other State earlier and licence is granted, it shall not be necessary for the Co Authority to verify the antecedents afresh provided that the licence for which antecedents are verified is under period of validity.
- (5)
 - (i) The Controlling Authority shall obtain a No-Objection Certificate from the Superintendent of Police of the concerned District / Commissioner of Police of concerned City, where the Agency intends to commence its activities. For this purpose it will send to it a copy of the application for licence and its enclosures for verification of antecedent.
 - (ii) For the purpose of verifying the antecedent, the Controlling Authority shall forward the copy of the application along with all enclosures to the concerned Commissioner of Police or as the case may be, Superintendent of Police; where the applicant intends to commence his business and shall obtain the No Objection Certificate from such Officers.
 - (iii) The Controlling Authority shall also obtain a No Objection Certificate from the concerned Superintendent of Police or Commissioner of Police, where the applicant have permanent residence and for said purpose the Controlling Authority will send a copy of the application for licence and its enclosures for verification of antecedent.
- (6) The Commissioner of Police or as the case may be, Superintendent of Police in addition to the causing of verification of antecedents of every individual in whose name the antecedent form is filled up shall also furnish the following information:
 - (i) whether the applicant or the company earlier operated any Private Security Agency, either individually or in partnership of others and if so, the details thereof; and
 - (ii) whether the applicant possesses any special qualification or skill, which may facilitate his operations of Private Security Agency.

5. Grant of licence.—

- (1) The Controlling Authority, after receiving an application in **Form I**, shall grant a licence to the Private Security Agency in **Form III** after completing all the formalities and satisfying itself about the suitability of the applicant and also the need for granting the licence for the area of operation applied for.
- (2) The Controlling Authority either by itself or through its officers or any other means shall verify the premises of the Private Security Agency at the address or addresses provided by agency as well as training and skills imparted to the private security guards and supervisors of such Private Security Agency.
- (3) The Controlling Authority may review the continuation or otherwise of licence of such security agencies which may not have adhered to the conditions of ensuring the required training.
- (4) The Controlling Authority shall cause a physical copy of the licence to be delivered by post or electronically within fifteen days of the issue to the principal office of the Private Security Agency as mentioned in the application for grant of licence which the Private Security Agency shall be bound to display at its place of business.
- (5) The Controlling Authority or any other officer designated by him, not below the rank of Police Inspector, shall inspect private security agencies every six months
- (6) In case of rejection of the application for grant of licence for Agency, no order of refusal shall be made unless,-
 - (a) the applicant has been given a reasonable opportunity of being heard; and
 - (b) the grounds on which licence is refused is mentioned in the order.
- (7) The Controlling Authority shall pass an order on an application in **Form I** within sixty days from the date of receipt of it complete in all respects.

6. Conditions for grant of licence.—

- (1) The licensee shall successfully undergo a training relating to the private security as prescribed by the Controlling Authority within the time frame fixed by it:

Provided that if the private security agency has already obtained a licence from the Controlling Authority of any other State then requirement of training of the licensee shall not be necessary.

- (2) The licensee shall intimate the name, parentage, date of birth, permanent address, address of correspondence and the principle profession of each person forming the Agency within fifteen days of receipt of the licence to the Controlling Authority.
- (3) The licensee shall inform the Controlling Authority regarding any change in the address of persons forming the Agency and change of management within thirty days of such change.
- (4) The licensee shall immediately intimate to the Controlling Authority about any criminal charge framed against the persons forming the Agency or against the private security guard or supervisor engaged or employed by the Agency, in the course of their performance of duties as private security agency. A copy of such communication shall also be sent to the officer in charge of the police station where the person charged against resides.
- (5) Every licensee shall abide by the requirements of physical standards for the private security guards and their training as prescribed in these rules as the condition on which the licence is granted.
- (6) Same as provided in these rules, the fees paid for the grant of licence shall be non-refundable.
- (7) Every licensee shall ensure that no security guard or supervisor is deployed for any of security services provided by the private security agency without undergoing training prescribed under these rules. Any agency found breaching any of these rules shall be liable to cancellation of the licence.
- (8) The training shall be for a minimum period of six working days. The training shall broadly include the following subjects, namely:-
- (i) Present security scenario:
 - (a) VIP Security
 - (b) Internal Security
 - (c) Institutional Security;
 - (ii) Role and Functioning of Private Security Agencies:
 - (a) Fire Fighting
 - (b) Disaster/ Emergency Management protocol
 - (c) Security Duties
 - (d) Checking of various documents
 - (e) Information security
 - (f) Access Control
 - (g) Explosives, IEDs
 - (h) Anti Sabotage Checks (ASC)
 - (i) Security related equipment
 - (j) Communication Equipments
 - (k) Patrolling
 - (l) Post duties

- (iii) Legal provisions:
 - (a) The Private Security Agencies (Regulation) Act, 2005 (29 of 2005) and its associated State Rules.
 - (b) Relevant Labour Laws
 - (iv) Management of Security Agencies:
 - (a) Uniform
 - (b) Training of personnel of private security agencies
 - (c) Documentation and records to be maintained by the licensee
 - (d) Data Sharing Protocol
 - (v) Interface with public, Police and other departments:
 - (a) Interface with Public
 - (b) Liaison with police and other concerned Government Departments
 - (vi) Private Security Personnel – DO's and DON'Ts (Conduct Rules)
- (9) The licensee shall commence its activities within six months of obtaining the licence.
- (10) The commencement of activities shall include establishment of office premises and engagement of supervisors as provided in sub-section (3) of section 9 of the Act and in accordance with rule 13.

7. **Renewal of licence.—**

- (1) Every Agency shall apply online through portal to the Controlling Authority for renewal of the licence in **Form I**, along with an affidavit in **Form X**, six months prior to the date of expiry of the period of validity thereof, but not less than forty five days of the date of expiry of the licence.
- (2) The fees for renewal of the licence shall be paid as specified in sub-section (3) of section 7 of the Act.
- (3) The Controlling Authority shall verify the antecedents of the applicant in the same manner as prescribed in sub-rule (3) of rule 4.
- (4) The Controlling Authority, after receiving an application in **Form I** through online portal, shall grant a renewal of licence in **Form III** after making such enquiry as it considers necessary and after compliance with the provisions of the Act:

Provided that in case of incomplete application, all the queries shall be raised within seven working days from the date of receipt of the application by Controlling Authority.
- (5) Controlling Authority shall obtain No objection Certificate from the concern Police Authority with reference to the renewal of the licence to the applicant as prescribed in sub-rule (5) of rule 4.
- (6) In case of non-receipt of the application for renewal of licence within the period mentioned in sub-rule (1), the agency shall be treated as un-licensed agency after the expiry of the licence.
- (7) After expiry period of applying for renewal of licence, the Agency may apply for fresh licence as per section 7 of the Act.
- (8) If the application for renewal of licence is received after the period stipulated in sub-rule (1) but before the expiry of licence, the Controlling Authority may process the same if satisfied with the reasons for delay mentioned in the application.
- (9) The Controlling Authority shall pass an order on application for renewal of licence in **Form I** within thirty days from the date of receipt of application complete in all respects.
- (10) The validity of renewed licence shall be counted from the date of expiry of the previous licence and shall be up to a period of five years irrespective of its date of renewal. In case the application is decided by the Controlling Authority after expiry of the existing licence, the intervening period shall deem to be under valid licence.

- (11) The Controlling Authority and the Private Security Agencies shall not be liable for delays occurring by reason of circumstances beyond human control, including but not limited to acts of civil or military authority, national emergencies, riot, and acts of God.

8. Conditions for renewal of licence.—The renewal of the licence shall be granted subject to the following conditions:—

- (i) The applicant continues to maintain his principal place of business in the jurisdiction of the Controlling Authority.
- (ii) The applicant continues to ensure the availability of the training for its private security guards and supervisors required under these rules;
- (iii) The applicant continues to adhere to the conditions of licence.

9. Appeals and procedure.—

- (1) Every appeal under sub-section (1) of section 14 of the Act shall be preferred in **Form IV** signed by the aggrieved person or his authorized advocate and presented to the Secretary in charge of Home Department in person or sent to him by Registered Post within a period of sixty days from the date of such order.
- (2) Every appeal shall be accompanied by demand draft or Challan of Rs. 1000/- payable to the Secretary in charge of Home Department, Government of Gujarat.

10. Photo identity card.—

- (1) Every photo-identity card issued by the Agency under sub-section (2) of section 17 shall be in **Form V**.
- (2) The photo-identity card shall convey a full-face image in colour, full name of the private security guard, name of the Agency and the identification number of the individual to whom the photo identity card is issued.
- (3) The photo-identity card shall clearly indicate the individual's position in the Agency and the date up to which the photo-identity card is valid.
- (4) The photo-identity card shall be maintained up to date and any change in the particulars shall be entered therein.
- (5) The photo-identity card issued to the private security guard shall be returned to the Agency issuing it, once the private security guard is no longer engaged or employed by it.
- (6) Any loss or theft of photo-identity card shall be immediately brought to the notice of the Agency that issued it as well as the concerned Police Station.

11. Register to be maintained by the Agency.—The register shall be maintained electronically in **Form VI** by the Agency.

12. Verification of character and antecedents of the private security guard and supervisor of Agency.—

- (1) No Agency shall appoint or engage or deploy any personnel for private security for cash transportation activities, unless such personnel has undergone thorough antecedent check and his proper KYC verification and police verification is done, before appointing or engaging or deploying them by the agency, in accordance with the provisions of the Act or any other law for the time being in force.

Explanation. — For the purposes of this sub-rule, the expression “KYC” means the “know your customer” process of an agency or business identifying and verifying the identity of its clients or person associated or to be associated with the agency or business.

- (2) Every Agency shall be responsible to comply with the following checks before an individual is appointed or engaged to participate in cash transportation activities, namely:—
 - (a) police clearance certificate – every individual shall obtain the police clearance certificate from his local police station before appointment or engagement;

- (b) residence verification – the Agency shall use its own resources to conduct a physical verification of the residential address of every individual, including general conduct check and the individual shall furnish to the security agency the proof of residential address of at least five years before appointment or engagement for the cash transportation activities;
 - (c) previous employer check – the Agency shall use its own resources to conduct reference check with previous employers of the individual, if any;
 - (d) Aadhaar verification –for each individual appointed or engaged for the cash transportation activities, his antecedent shall be verified through Aadhaar number from the Unique Identification Authority of India;
 - (e) credit history check – the Agency shall conduct a credit history check of every individual appointed or engaged to ensure that wilful credit defaulters are not appointed or engaged for the cash transportation activities;
 - (f) fidelity insurance – the Agency shall obtain a fidelity insurance in respect of every personnel appointed or engaged for the cash transportation activities.
- (3) Before any person is employed or engaged as a security guard or supervisor, the Agency shall satisfy itself about the character and antecedents of such person in the following manner: —
- (a) by verifying the character and antecedents of the person by itself;
 - (b) by relying upon the character and antecedent verification certificate produced by the person:

Provided that the character and antecedent certificate shall be valid and the Agency does not have any adverse report regarding the person’s character and antecedents from any other source;
 - (c) by relying on the report received from the police authorities signed under the authority of the Commissioner of Police/Superintendent of Police or an officer of the equivalent or higher rank.
- (4) The person desirous of getting employed or engaged as security guard or supervisor, shall submit Form VII to the Agency. If the person has stayed in more than one District during the last five years, the number of forms will be as many as Districts.
- (5) The Agency shall cause an inquiry into the correctness of the particulars filled in by itself and by sending the form to the respective Commissioner of Police or Superintendent of Police.
- (6) Every application for the verification of the antecedents shall be made in Form VII accompanied by demand draft or banker’s cheque of Rs. 500/- payable to the Controlling Authority.
- (7) The police will establish identity of the individual and verify the character and antecedents of the person by making a visit to the locality where the person claims to have resided or residing and ascertain his identity and reputation from the respectable residents of the locality. The Police authority shall also consider the police station record of the concerned police station and other records at the District Police Headquarter or the record available on E-Gujcop, before preparing the character and antecedents verification report. The report shall contain the comments of the police on every claim of the person in character and antecedents form and also a general report about his activities including means of livelihood in the period of verification. The police authority shall specifically state whether any criminal cases registered against the person at any point of time or if he has ever been convicted of criminal offence punishable with imprisonment.
- (8) The police authorities shall specifically comment if the engaging or employing the person under verification by Agency will pose a threat to National Security.
- (9) The police authorities shall ensure that character and antecedent verification report is issued within fifteen days of the receipt of the character and antecedent form.
- (10) The report of the police authorities regarding character and antecedents of a person will be graded as confidential. It will be addressed in named cover to a designated officer of the Agency requesting for character and antecedents.
- (11) The character and antecedent verification report once issued will remain valid for three years.

- (12) On the basis of police verification and on the basis of their own verification, the Agency shall issue a character and antecedent certificate in Form VIII and the said certificate shall not be withdrawn by such Agency even if the person ceases to be the employee of that Agency.

13. Provision for Supervisor.-

- (1) There shall be one supervisor to supervise the work of not more than fifteen private security guards.
- (2) In case the Private security guards are on security duty in different premises and it is not practical to supervise their work by one supervisor, the agency shall depute more number of supervisors so that at least for every six private security guards, there shall be one supervisor available for assistance, advice and supervision.

14. Private Security for cash transportation activities etc.-

- (1) No private security shall be provided by the private security agency for cash transportation activities unless it holds a valid licence under the Act.
- (2) For the purpose of providing private security for cash transportation activities, a contract may be entered into between,-
- (a) a Private Security Agency holding valid licence under the Act and the bank, concerned; or
- (b) a cash handling agency and the bank concerned:

Provided that in case the cash handling agency holds a valid licence as a private security agency under the provisions of the Act, such cash handling agency may itself provide the private security to cash transportation activities in accordance with the provisions of these rules.

15. Use of specially designed and fabricated cash van.-

- (1) No private security agency shall provide private security or private security guards to a bank or cash handling agency for cash transportation activities, unless such activities are carried out in a secured cash van, which complies with the conditions for design and specification specified **Schedule I**, owned by it or owned by the bank or as the case may be the cash handling agency,.
- (2) No taxi or hired vehicle shall be used for cash transportation activities by the private security agency:

Provided that a vehicle which is on long term contract with the private security agency or bank or cash handling agency and the vehicle complies with the conditions for design and specifications laid down under sub-rule (1) may be used by private security agency:

Provided further that in case of any remote location where private security agencies are not present and not serviced by a currency chest, any vehicle at such location may be used as an exception under the strict security control and support of the local police.

16. Requisite number of trained staff per cash van.—

- (1) The private security agency shall provide the private security for the cash transportation activities with the requisite number of trained staff, directly appointed or engaged by the private security agency, as specified in sub-rule (2).
- (2) Every cash van shall have the following minimum staff, possessing the qualifications and training laid down under section 10 of the Act, on board for every single cash transportation activities, namely:—
- (i) Driver – one;
- (ii) Armed security guards – two; and
- (iii) ATM officer or custodian – two.
- (3) The cash van shall always be escorted by at least two trained armed security guards on board:

Provided that more than two armed security guard may be deputed on a cash van depending on the amount of cash carried and in accordance with the individual company's insurance guidelines or client contract or terrain of operation.

- (4) Where the cash van is a medium motor vehicle, one armed guard shall sit in the front along with the driver and another in the rear portion of the van and while in transit, loading or unloading, nature's call, tea or lunch break, at least one armed security guard shall remain present with the cash van all the time.
- (5) Notwithstanding any other provisions in these rules, the ex-serviceman, otherwise eligible, may preferably be appointed or engaged by the private security agency for providing security for cash transportation activities.

17. Live GPS tracking of cash van during operations.—

- (1) Every cash transportation activities shall be carried out only in secured cash vans fitted with GPS tracking device.

Explanation. — For the purposes of this sub-rule, the expression “GPS” means the global positioning system which is a space-based navigation system that provides location and time information in all weather conditions, anywhere on or near the Earth where there is an unobstructed line of sight to four or more GPS satellites.

- (2) The private security agency shall ensure that each cash van shall be monitored at all times during cash transportation activities through a redundant communications protocol.

18. Maximum cash carrying limit for a single cash van.—

- (1) The private security agency involved in cash transportation activities shall ensure that no cash van carries cash of more than five crores rupees per trip.
- (2) The private security agency shall ensure that secured cash van shall be deployed for carrying cash of more than ten lakh rupees per trip.

19. Specification for private cash vaults used for holding and overnight vaulting of Bank currency.— The private security agency shall ensure that all cash handling, including counting, sorting, and bundling activities shall be carried out in secured premises in accordance with the following guidelines, namely:—

- (a) Location of private cash vault premises – The premises used for cash handling activities shall be located to ensure safety of activities/ operations, including areas closer to bank's cash withdrawal centre or police station, however, remote areas with poor connectivity be avoided;
- (b) Design of premises – The premises shall be designed to include two physically independent areas, one for general office purpose and other for secured cash processing and handling activities and it shall accommodate space for cash deposit, collection, sorting, counting and delivery and dispatch of cash on secured cash vans;
- (c) Cash vault – A secured area shall be designed to store cash to meet with the requirement of the Reserve Bank of India specified for cash vaults in accordance with the following specifications, namely:—
 - (i) in smaller cities with limited overnight vaulting requirements of less than ten crore rupees, a strong room with defender safes;
 - (ii) at operation centres with overnight vaulting requirements between ten to one hundred crore rupees, vaulting facility as per the norms of the Reserve Bank of India specified for C Class vaults;
 - (iii) at large operation centres with overnight vaulting requirements of more than one hundred crore rupees, increased vaulting facility in consultation with the concerned Bank; and
 - (iv) all overnight vaulting facilities shall have provision to store currency of multiple Banks in separate and exclusive bins;
- (d) Security of cash vault – The private security agency shall ensure the following security aspects at its cash vault used for secured handling of cash on behalf of the Bank, namely:—
 - (i) adequate number of armed private security guards are deputed round the clock;
 - (ii) premises is under 24x7 electronic surveillance and monitoring;
 - (iii) cash vault is provided with CCTV system with adequate number of cameras having at least ninety days recording facility;

- (iv) the activities at cash vault is undertaken under dual custody basis;
- (v) the main cash vault area complies with all safety norms, like fire-fighting systems, smoke detection systems, emergency lighting, control room for monitoring the movement of vehicles, auto-dialler and burglar security systems;
- (vi) security alarm with GSM based auto dialler, fire and magnetic sensor are installed;
- (vii) the loading and unloading area of cash is covered by night vision CCTV cameras;
- (viii) electric power supply inside the cash vault is provided through plug-in, plug-out system;
- (ix) carrying of naked light inside the cash vault is strictly prohibited and dry battery operated torches or emergency lights are used inside strong rooms;
- (x) emergency lighting with the help of inverter shall always be available to the security staff; and
- (xi) cash processing and vault areas shall have restricted and controlled access, preferably through interlocking systems and frisking.

Explanation – For the purposes of this rule, the expression “CCTV” means the closed circuit television which is a self-contained surveillance system comprising cameras, recorders and displays for monitoring activities in a store or company.

20. Measures for risk mitigation. —

- (1) The private security agency shall ensure that the ATM under its security shall be fitted with one time electronic combination locks for reducing the instances of crew pilferage losses and ATM frauds.
- (2) The cash for loading into an ATM shall be collected from the bank on previous day or in the first half of the day so that operations can be concluded before the time stipulated in sub- rule (3).
- (3) No cash loading of the ATMs or cash transportation activities shall be done—
 - (a) before 07.00 AM and after 09.00 PM in urban areas; and
 - (b) before 07.00 AM and after 06.00 PM in rural areas;
 - (c) Before 09.00 AM and after 04.00 PM in the districts notified by the Central Government as Left Wing Extremism (LWE) affected areas.

21. Security training. —

- (1) The Controlling Authority shall frame the detailed training syllabus required for training of the security guards in accordance with National Skill Qualification Frame Work Policy issued by the Government of India. This training shall be for a minimum period of hundred hours of classroom instructions and sixty hours of field training, spread over at least twenty working days. The ex-servicemen and former police personnel shall however, be required to attend a condensed course only, of minimum forty hours of classroom instructions and sixteen hours of field training spread over at least seven working days.
- (2) (i) The Security Training to the Security Guards other than guards employed in Cash Transportation Activities shall include the following, namely:-
 - (a) conduct in public and correct wearing of uniform;
 - (b) physical fitness training;
 - (c) physical security, security of the assets, security of the building or apartment, personnel security, household security;
 - (d) fire-fighting and fire service;
 - (e) crowd control;
 - (f) examining identification papers including identity cards, passports and smart cards;
 - (g) reading and understanding of English alphabets and Arabic numerals as normally encountered in the identification documents, arms licence, travel documents and security inspection sheet;

- (h) identification of improvised explosive devices;
 - (i) first-aid;
 - (j) crisis response and disasters management;
 - (k) defensive driving (compulsory for the driver of Armoured vehicle and optional for others);
 - (l) handling and operation of non-prohibited weapons and firearms (optional);
 - (m) basic knowledge of Indian Penal Code, right to private defence, procedure for lodging first information report in the police station, Arms Act (only operative sections); Explosives Act (operative sections);
 - (n) badges of rank in police and military forces;
 - (o) identification of different types of arms in use in public and Police;
 - (p) use of security equipment and devices (for example; security alarms and screening equipment); and
 - (q) leadership and management (for supervisors only).
- (ii) The Security Training to the Guards employed in Cash Transport Activities shall be as provided in **Schedule II**.

- (3) The security guard shall have to successfully undergo the training prescribed by the Controlling Authority. On completion of the training each successful trainee shall be awarded a certificate in **Form IX** by the training institute or organization.
- (4) The Controlling Authority shall either by itself or through its Officers inspect the functioning of training facility from time to time. Normally such inspection will be conducted at least two times every year.
- (5) All the Agencies shall submit a list of successful trainees to the Controlling Authority in the manner determined by it.
- (6) After successfully completion of training the Private Security Agency may award designations like guard or supervisor to such trainees. No agency shall adopt any of the ranks of the armed forces, paramilitary forces or State Police Forces.
- (7) The Controlling Authority either by itself or through its officers may verify the training and skills imparted to the private security guards and supervisors of any private training agency.
- (8) The Controlling Authority may review the continuation or otherwise of licence of such security agencies which may not have adhered to the conditions of trained personnel on its rolls.

22. Standard of physical fitness and training for Industrial Security Guards and Residential Security Guards.—

- (1) A person shall be eligible for being engaged or employed as security guard if he fulfils the standards of physical fitness as specified below:—

Physical Standards	Industrial Security Guards	Residential Security Guards
Height		
(i) Male	160 cm	160 cm
(ii) Female	150 cm	150 cm
Weight	According to Standard Table of Height & Weight	According to Standard Table of Height & Weight
Chest (only for Male):	Based on Age:	Based on Age:
(i) 18 years to 39 years	79 cm (expansion of 4cm)	79 cm (expansion of 4cm)
(ii) 40 years to 50 years	Do	Do
(iii) 51 years to 65 years	79 cm	79 cm
Eye Sight:	Far Sight: 6/6, Near Sight: 0.6/0.6	Far Sight: 6/6

Physical Standards	Industrial Security Guards	Residential Security Guards
(i) 18 years to 39 years	Far Sight: 6/6, Near Sight: 0.6/0.6	Far Sight: 6/6, Near Sight: 0.6/0.6
(ii) 40 years to 50 years	Far Sight: 6/6 (with glasses)	Far Sight: 6/6 (with glasses)
(iii) 51 years to 65 years	Far Sight: 6/6 (with glasses)	Far Sight: 6/6 (with glasses)
Hearing	Free from defect; should be able to hear and respond to the spoken voice and the alarms generated by security equipment.	Free from defect; should be able to hear and respond to the spoken voice and the alarms generated by security equipment.
Running:	1.0KM in 6 minutes (both for Male and Female)	Based on Age:
18 years to 39 years	1.0KM in 6 minutes (both for Male and Female)	1.0KM in 7 min
40 years to 50 years	1.0KM in 6 minutes (both for Male and Female)	1.0KM in 8 min
51 years to 65 years	1.0KM in 6 minutes (both for Male and Female)	1.0KM in 9 min
Medical Examination:	Once in 12 months	Once in 12 months
Training	Class Room: 100 hrs. (40hrs. for ex-servicemen/CAPF/Police) and Field Training: 60 hrs. (16 hrs. for ex-servicemen/CAPF/Police) to be completed in 20 working days (to be completed in 7 working days for ex-servicemen /CAPF/Police)	Class Room: 48 hrs. (24 hrs. for ex-servicemen/CAPF/Police) and Field Training: 32 hrs. (16 hrs. for ex-servicemen/CAPF/Police) to be completed in 10 working days (to be completed in 7 working days for ex-servicemen/CAPF/Police)

- (2) The candidate shall have dexterity and strength to perform searches, handle objects and use force for restraining the individuals in case of need.
- (3) The candidate shall be free from evidence of any contagious or infectious disease and shall not be suffering from any disease which is likely to be aggravated by service or is likely to render him unfit for service or endanger the health of the public.

23. Other conditions. —

- (1) Notwithstanding whether the Agency mandates its private security guards to put on uniform while on duty or not, every private security agency shall issue and make it obligatory for its security guards to put on:
 - (a) an arm badge distinguishing the Agency;
 - (b) shoulder or chest badge to indicate his position in the organization;
 - (c) whistle attached to the whistle cord and to be kept in the left pocket;
 - (d) shoes with eyelet and laces;
 - (e) a headgear which may also carry the distinguishing mark of the Agency.
- (2) The clothes worn by the private security guard while on active duty shall be such that they do not hamper in his efficient performance. In particular, they will neither be too tight nor too loose as to obstruct movement or bending of limbs.
- (3) Every private security guard shall carry a notebook and a writing instrument with him.

- (4) Every private security guard while on active security duty shall wear and display photo identity card issued under section 17 of the Act, on the outer most garment above waist level on his person in a conspicuous manner.

24. Miscellaneous.-

All the private security agencies, in addition to the duties as specified by the Act and these rules shall inform in writing within seven days to the concerned Commissioner of Police/Superintendent of Police,-

- (a) full particulars of the security guards/supervisors leaving the services of the agency;
- (b) any addition/modification/alteration/change in the strength of security man power with full particulars;
- (c) the details relating to strength of security guards/ supervisors deployed at all sensitive/vital installations or places of common congregation such as religious places, ports, shopping malls etc.;
- (d) along with the details of the entering into a contract, or cancellation of a contract in such locations.

25. Repeal and savings.- The Gujarat Private Security Agencies Rules, 2007 are hereby repealed:

Provided that such repeal shall not affect the things done or action taken under the rules so repealed:

Provided further that notwithstanding anything contained in these rules, any action initiated under the Gujarat Private Security Agencies Rules, 2007 before the commencement of these rules, shall be valid till it is completed.

SCHEDULE I

(See rule 15(1))

DESIGN AND SPECIFICATION FOR SECURED CASH VANS

- (a) **Make.**— The cash van shall—
 - (i) be a Light Commercial Vehicle, with an engine capacity of not less than 2200 CC, preferably turbocharged;
 - (ii) be not more than seven years old;
 - (iii) have tubeless tyres;
 - (iv) have a ground clearance of not less than 190 mm; and
 - (v) accommodate minimum of five passengers.
- (b) **Layout.**— The cash van shall have the compartment for storing cash, physically separated and locked from the passenger compartment unit;
- (c) **Cash compartment security.**— (i) The cash compartment shall be inaccessible from outside the van unless operated internally through manual or electronic lock and cash compartment shall be specially reinforced with steel with only one door and grill gate.
 - (ii) The entrance of the cash compartment shall be from the rear side to ensure proper visibility, operational feasibility and CCTV surveillance.
 - (iii) All windows and wind screen shall have wire mesh protection of not more than one square inch and each window mesh shall have a circular port-hole of six inches diameter for use of weapons.
 - (iv) The panic switches for operating the hooter shall be available with the driver and other occupants.
- (d) **Cash box security.** — Each of the cash boxes shall be secured to the floor with separate chains and have locks that can be opened or locked only by using separate keys kept with different custodians and cash for each bank shall be carried, preferably, in a separate box with the name of the bank written on it.
- (e) **Other security features.**— (i) The cash van shall be provided with a small CCTV system with at least five days recording facility and three cameras installed in front, rear and inside of the cabin.
 - (ii) A security alarm with GSM based auto-dialler shall be provided with a motorised siren.
 - (iii) The cash van shall be equipped with hooter, fire extinguishers and emergency lights to ensure quick reaction in case of an attack.

SCHEDULE II

(See rule 21(2))

TRAINING FOR PERSONNEL APPOINTED OR ENGAGED IN CASH TRANSPORTATION ACTIVITIES**(a) Basics of cash handling and cash transportation activities.—**

- (i) Scope of service
- (ii) Team composition
- (iii) Role of driver, armed guard, cash custodian
- (iv) Functioning of cash vans
- (v) Contact details of concerned agencies
- (vi) Threat and risks involved
- (vii) Reporting procedure

(b) Threat and risks.—

- (i) Criminal and miscreant action
- (ii) Tailing by vehicle-borne criminals
- (iii) Specific threats to stationary and moving vehicle
- (iv) Insider's threat
- (v) Fraudulent practices by team members
- (vi) Loss of life and medical emergency
- (vii) Road accident and vehicle breakdown
- (viii) Fire accident

(c) Safety and security of cash van.—

- (i) In-built safety features of the cash van carrying cash and valuables
- (ii) Cash boxed for carrying cash and valuables
- (iii) Locking and security systems
- (iv) Weapon and ammunition
- (v) Communication equipment
- (vi) Global Positioning System
- (vii) Fire extinguishers
- (viii) Distress alarm
- (ix) First-aid kit

(d) Agencies.—

- (i) Controlling Authority under the Private Security Agencies (Regulation) Act, 2005 (29 of 2005)
- (ii) Police station, PCR vans, police helpline
- (iii) Controlling supervisor and operations manager
- (iv) Concerned Bank representative
- (v) Ambulance and hospital services

(e) Weapons, ammunition and documents.—

- (i) Minimum 12 bore DBBL shot gun should be provided to the guards. Gun must be test fired at least once in two years. Gun cartridges must be replaced once in 02 years. Gun must be checked and certified by a Government approved armourer

- (ii) Documents - gun licence, identity card and permission to carry weapon during restrictions imposed by authorities
- (iii) Real weapons carried by miscreants
- (iv) Other objects which can be used as weapon by miscreants

(f) Emergency and incident response.—

- (i) Distress alarm procedure
- (ii) Seeking help from concerned agencies
- (iii) Use of weapon to deter and resist criminals and miscreants
- (iv) Ensure safety of team members and consignment
- (v) Disengage from situation and drive vehicle to safety
- (vi) Evacuation of the injured

(g) Other internal organisational procedures.—

- (i) Antecedent check procedure
- (ii) The Provident Funds Act, 1925 (19 of 1925) and benefits
- (iii) The Minimum Wages Act, 1948 (11 of 1948) and benefits
- (iv) The Employees State Insurance Act, 1948 (34 of 1948) and benefits
- (v) Leave entitlement and application procedure
- (vi) Other company rules
- (vii) Obligations as employee

Form I

(See rules 3 and 7)

APPLICATION FOR NEW LICENCE/RENEWAL OF LICENCE TO ENGAGE IN THE BUSINESS OF PRIVATE SECURITY AGENCY

To

The Controlling Authority

.....

The undersigned hereby applied for obtaining a licence to run the business of operating service in the area of Private Security Agencies.

1. Full name of the applicant:
2. Nationality of the applicant:
3. Son/wife/daughter of:
4. Residential Address:
5. Address, where the applicant desires to start his Agency:
6. Name of the Private Security Agency:

7. Name and addresses of Proprietor, partner, Majority shareholder, Director and Chairman of the Agency:
8. Name and extent of facilities available:
9. Qualifications of staff engaged for imparting instruction;
- Name.....
- Age.....
- Designation.....
10. Equipment's which will be used for Security services
- (a) Door Framed Metal Detector (DFMD)
- (b) Hand held Metal Detector (HHMD)
- (c) Mine detector
- (d) Other Detector
- (i) Wireless Telephones
- (ii) Alarm Devices
- (iii) Armoured Vehicles
- (iv) Arms
11. The particulars of the uniform including colour photographs of it in case the applicant intends to use any uniform for the Private Security Guards and Supervisors of the Agency:
12. Does the applicant intend to operate in more than one district? If so, the name of the District:
1.....2.....3.....4.....
13. Does the applicant intend to operate in the entire State?
14. Does the applicant possesses the training facility in its own or will get it on outsourcing basis? the name and address of training facility should be furnished.

Signature

Name of the applicant

Address of the applicant

Telephone number of the applicant

E-mail ID & Mobile Number of the Applicant

Date of application

Enclosure:

1. Copy of current Income tax Clearance Certificate.
2. Affidavit in **Form X** incorporating the details contains in provision of sub section (2) of Section 7 of the Act.
3. Other enclosures.

FORM II*(See rule 4(1))***Form for verification of Antecedents of Applicant**

Passport size recent Photograph attested by Class I Gazetted Officer

For official use only		
Form number	Name of the police station sent for police verification	Date

Fee Amount Rs..... D. D. /BC

Name of Bank..... D. D./BC No.

Date of Issue.....

Please read the instructions carefully before filling the form. Please fill in BLOCK LETTERS: (CAUTION: Please furnish correct information. Furnishing of incorrect information or suppression of any factual information in the form will render the applicant unsuitable for grant of licence)

1. Name of applicant (Initials not allowed)

Last name..... First name.....

2. If you have ever changed your name, please indicate the previous name(s) in full

3. Sex (male/female).....

4. Date of Birth.....

5. Place of Birth : Village/ Town.....

District State & Country.....

6. Father's Full Name/Legal Guardian's Full Name (including surname, if any): (initials not allowed)

.....

7. Mother's Full Name (including surname, if any): (Initials not allowed)

.....

8. If married, Full Name of Spouse (including surname, if any) :

(Initials not allowed)

.....

9. Present Residential Address including Street No./police station, village and District (with PIN code) :

.....

.....

Telephone No./Mobile No.....

10. Please give the date since residing at the above mentioned address: DD MM YYYY

.....

11. Permanent Address including Street No./police station, village and District (with PIN Code) :

.....

12. If you have not resided at the address given at COLUMN (9) continuously for the last five year, please furnish the other address (addresses) with duration(s) resided. You should furnish additional photocopies of this form for each additional place of stay during the last five year. Form may be photocopies, but photograph and signature in original are required on each form.

From.....To.....FromTo.....

.....

.....

13. In case of stay abroad particulars of all places where you have resided for more than one year after attaining the age of twenty-one years (:)

.....

.....

14. Other details:

(a) Educational Qualifications:

(b) Previous positions held if any along with name and address of employers:

(c) Visible Distinguishing Mark:

15. Did you earlier operated any Private Security Agency or were its partner, majority shareholder or Director? If yes, then furnish the name, address of the Agency and its licence particulars :

.....

.....

16. Are you a citizen of India by: Birth/ Descent/ Registration / Naturalization :

If you have ever possessed any other citizenship, please indicate previous citizenship

.....

17. Have you at any time been convicted by a court in India for any criminal offence and sentenced to imprisonment? If so, give name of the court, case number and offence. (attach copy of judgement)

.....

18. Are any criminal proceedings pending against you before a court in India? If so, give name of court, case number and offence :

.....

.....

.....

19. Self-Declaration:

The information given by me in this form and enclosures is true and I am solely responsible for accuracy.

Date :

(Signature/T.I. of applicant)

Place.....

20. Enclosures:

Form III
(See rule 5(1))

GOVERNMENT OF GUJARAT

Licence to engage in the business of Private Security Agency

Serial No.....

Date.....

Name of Private Security Agency.....

Shri..... (name of the Applicant)

S/o.....

R/o.....

.....

.....

..... (Full address)

.....is granted the licence by the Controlling Officer for the State of
.....to run the business of Private Security Agency in the district (s) of/State of Gujarat
(Strike of the in applicable words)

.....

With office at..... (Address of the office)

Place of Issue.....

Date of issue.....

This licence is valid up to.....

Signature

Name of granting Authority

Designation

Official Address

RENEWAL

(See rule 7(1))

Sr. No.	Date of Renewal	Date of Expiry
1.		
2.		

Signature

Name of Renewing Authority

Designation

Official Address

Form IV
(See rule - 9(1))
Form for Appeal

An Appeal under section 14 of the Act

Appellant.....

S/o.....r/o.....

Versus

Controlling authority.....

The.....above named appeal to the Secretary, Home Department, Government of Gujarat against the order of Controlling Authority dated.....day of against refusal/renewal /suspension/cancellation of licence to run Private Security Agency and sets forth the following grounds of objection to the order of appeal from namely:-

- 1.....
- 2.....
- 3.....
- 4.....

Enclosed list of documents: -

Signature
Name and Designation of the Appellant

Date:

Place:

Form V
(See rule 10)
Photo-Identity card for Private Security Guard/Supervisor
(Name of the Private Security Agency)

Photo Identity card No.

Colour
Photograph of
the holder duty
attested by the
issuing
authority

Name:

Official Designation:

Employee Identification No.:

Date of issue:

Valid up to:

Signature of the card holder.....

Signature of the
Issuing authority

Official seal.

Form VI*(See rule 11)*

Register of Particulars

Part I Management details

Sr. No.	Name of person(s) managing	Parent's Father's name	Present address & phone No.	Permanent address	Nationality	Date of joining/leaving the agency

Part II Private Security Guards and Supervisor

Sr. No.	Name of Supervisor/ Private Security Guard	Father's name	Present address & phone No.	Date of joining/leaving the agency	Permanent address	Photograph	Badge No./Employee Identification No.	Salary with date
1.								
2.								

Part III Customers

Sr. No.	Name of the Customer & Phone No.	Address of the place where Security is provided	Number and ranks of Security Guards provided	Date of commencement of services	Date of discontinuation of services

Part IV Duty Register

Sr. No.	Name of the Private Security guard/Supervisor	Address of the place of duty	Whether provided any arms/ammunition	Date and time of commence of duty	Date and time of ending of duty

FORM VII*(See rule 12(4))*

Form for verification of character and antecedents of Security Guard and Supervisor

Passport size recent Photograph attested by Class I Gazetted Officer
--

For official use only

Form Number	Name of the police station send for police verification	Date
-------------	---	------

Fee Amount Rs.....D. D. /BC

Name of Bank.....D. D./BC No.

Date of Issue.....

Please read the instructions carefully before filling the form. Please fill in BLOCK LETTERS:(CAUTION: Please furnish correct information. Furnishing of incorrect information or suppression of any factual information in the form will render the candidate unsuitable for employment of security guard or supervisor)

1. Name of applicant as should appear in the photo-identity card(Initials not allowed)

Last name..... First name.....

2. If you have ever changed your name, please indicate the previous name(s)in full

.....

- 3. Sex (male/female)..... 4. Date of Birth :
- 5. Place of Birth: Village/Town.....
District: State & Country.....
- 6. Father's Full Name/Legal Guardian's Full Name (including surname, if any): (Initials not allowed)
.....
- 7. Mother's Full Name (including surname, if any): (Initials not allowed)
.....
- 8. If married, Full Name of Spouse(including surname, if any):(Initials not allowed)
.....
- 9. Present Residential Address including Street No./police station, village and District (with PIN code) :
.....
.....
.....
- Telephone No./Mobile No.
- 10. Please give the date since residing at the above-mentioned address: DD MM YYYY
.....
- 11. Permanent Address including Street No./Police Station, Village and District (with PIN Code) :
.....
- 12. If you have not resided at the address given at COLUMN (9) continuously for the last five years, Please furnish the other address (addresses) with duration(s) resided. You should furnish additional photocopies of this form for each additional place of stay during the last five year. Forms may be photocopies, but photograph and signature in original are required on each form.
- From.....To.....From
.....To.....
.....
- 13. In case of stay abroad particulars of all places where you have resided for more than one year after attaining the age of twenty-one years (:)
.....
.....
- 14. Other details:
 - (a) Educational Qualifications:
.....
 - (b) Previous positions held if any along with name and address of employers:
.....
.....
 - (c) Reason for leaving last employment:
.....
.....
 - (d) Visible Distinguishing Mark:
.....
 - (e) Visible Distinguishing Mark:
.....

15. Are you working in Central Government/State Govt./PSU/Statutory Bodies Yes/No :
.....
.....

16. Are you a citizen of India by: Birth/Descent/Registration/Naturalization if you have ever possessed any other citizenship, please indicate previous citizenship:
.....
.....

17. Have you at any time been convicted by a court in India for any criminal offence and sentenced to Imprisonment? If so, give name of the court, case number and offence. (attach copy of judgement)
.....
.....

18. Are any criminal proceedings pending against you before a court in India? If so, give name of court, case number and offence:
.....
.....

19. Has any court issued a warrant or summons for appearance or warrant for arrest or an order Prohibiting your departure from India? If so, give name of court, case number and offence:
.....
.....

20. Self-Declaration:

The information given by me in this form and enclosures is true and I am solely responsible for accuracy.

21. Particulars of person to be intimated in the event of death or accident:

Name:.....

Address:.....

Mobile/Tel No.....

(Signature/T.I. of application)

(Left Hand Thumb Impression if Male and Right Hand Thumb Impression if Female)

Date :

Place :

22. Enclosure:

.....
.....
.....

(Signature/T.I. of applicant)

FOR OFFICE USE ONLY

File No.....

Date of issue of C&A Report.....

(Signature of Police station in charge).....

Name of Police Station.....

Name of Police District.....

*N.B. Cancel entries not applicable.

Form VIII
(See rule 12(12))
CHARACTER AND ANTECEDENT CERTIFICATE

This is to certify that Mr./Ms. Son/Daughter of
.....
Whose particulars are given below has good moral character and reputation and that the applicant has been staying at the following address continuously for the last one year.

Date of Birth:
Place of Birth:
Education Qualification:
Profession:
Present Address:
Permanent Address:

Issuing Authority
Signature
Name:
Designation:
Address/Tel No.

Date of Issue

Form IX
(See rule 21(3))
Training Certificate

Serial Number

Name of the Training Agency
Address of the Training Agency
Licence No.

Certified that.....
Son/daughter of.....
Resident of.....
has completed the prescribed training for the engagement or employment as a Private Security Guard /Supervisor from
..... till

His signature is attested below.
Signature of the Certificate Holder

Signature of issuing authority
Designation

Place of issue:
Date of issue:

Form X
(See rules 3(1) and 7(1))
Affidavit

I S/o / D/o / W/o Mr./Ms. resident of is a Proprietor/ Partner/ Director of M/s. (Name of firm/agency/company) at (Address of firm/agency/company). I do hereby solemnly affirm and declare as under:

1. That the deponent is a citizen of India.
2. That the deponent has attained the age of 18 years.
3. That the details of the Proprietor/ Partners/ Directors (Please indicate the details of all the Partners/ Directors) are as under:

S. No.	Name of the Proprietor/ Partners/ Directors	Designations in the firm/agency/company (Proprietor/ Partner/ Director)	Residential Address

4. That the deponent or any of the Proprietor/ Partner/ Director has not been convicted of any offence in connection with promotion, formation or management of a company (any fraud or misfeasance committed by him in relation to the firm/agency/company), including an undischarged insolvent.
5. That the deponent or any of the Proprietor/ Partner/ Director has not been convicted by a competent court for an offence, the prescribed punishment for which is imprisonment of not less than two years.
6. That the deponent or any of the Proprietor/ Partner/ Director has not been -
 - (a) keeping links with any organization or association which is banned under any law on account of their activities which pose threat to national security or public order; or
 - (b) indulging in activities which are prejudicial to national security or public order.
7. That the deponent or any of the Proprietor/ Partner/ Director has not been dismissed or removed from Government service on grounds of misconduct or moral turpitude.
8. That the firm/agency/company is registered in India and does not have a proprietor or a majority shareholder, partner or director, who is not a citizen of India.
9. That the deponent and all the Partner/ Director of the firm/agency/company shall comply with the provisions of sub-section (2) of section 9 of the Private Security Agencies (Regulation) Act, 2005 (29 of 2005) by ensuring availability/imparting of such training and skills to its private security guards and supervisors as prescribed.
10. That the deponent and all the Partner/ Director of the firm/agency/company shall fulfill the following conditions of licence as stipulated under section 11 of the Private Security Agencies (Regulation) Act, 2005 (29 of 2005).
 - (i) prescribed training which the licensee is to undergo;
 - (ii) details of the person or persons forming the agency;
 - (iii) obligation as to the information to be provided from time to time to the Controlling Authority regarding any change in their address, change of management;
 - (iv) obligation as to the information to be provided from time to time to the Controlling Authority about any criminal charge made against them in the course of their performance of duties of the private security agency or as the case may be, a private security guard employed or engaged by them.
11. That there are no cases registered with police or pending in court of law against the deponent.

Or

That there are cases registered with police or pending in court of law against the deponent. (Details shall be enclosed)

12. That the deponent and all the Partner/ Director of the firm/agency/company shall comply, conditions of licence and in letter and spirit, with the provisions of the Private Security Agencies (Regulation) Act, 2005 (29 of 2005) and the relevant rules notified by the State Government/UT administration under the Act and also comply with the instructions issued from time to time by the Controlling Authority appointed under the Act, while managing private security agency with the name and title M/s.....

Deponent

Verification:- I,..... hereby solemnly affirm on (date) that the contents of above this affidavit are true and correct to the best of my knowledge and belief nothing has been concealed therein.

Deponent

- Note: (i) Point No. 4 to 8 relates to compliance of section 6 of the Act.
(ii) Point No. 9 relates to compliance of section 9(2) of the Act.
(iii) Point No. 10 and 11 relates to compliance of section 11 of the Act.
(iv) Strike the points which are not applicable.

By order and in the name of Governor of Gujarat,

DHARMESH PARIKH,
Section Officer to Government.

શ્રમ, કૌશલ્ય વિકાસ અને રોજગાર વિભાગ
જાહેરનામું
સચિવાલય, ગાંધીનગર, ૧૧મી જૂન, ૨૦૨૪.

કારખાના અધિનિયમ, ૧૯૪૮

ક્રમાંક: GR/2024/90/LED/FAC/e-file/11/2023/0686/M-3 : કારખાના અધિનિયમ, ૧૯૪૮ (સને ૧૯૪૮ના હુકમો) ની કલમ-૬૬(૧) ખંડ(બી)ના પરંતુક થી મળેલ સત્તાની રૂએ Sun Pharmaceutical Medicare Limited, Survey No. 22 & 24, Vil. Ujeti, Po. Baska, Ta. Halol, Dist. Panchmahal ની તા.૦૭/૦૪/૨૦૨૩ ના પત્રથી સ્ત્રી શ્રમયોગીઓને બીજી પાળીમાં બપોરના ૦૨.૦૦ થી રાત્રીના ૧૦.૨૦ કલાક અને ત્રીજી પાળીમાં રાત્રીના ૧૦.૦૦ કલાકથી સવારના ૦૬.૨૦ કલાક સુધી કામે રાખવા માટેની રજૂઆતના સંદર્ભમાં, નિયામકશ્રી, ઔદ્યોગિક સલામતી અને સ્વાસ્થ્ય, અમદાવાદના તા.૨૫/૦૭/૨૦૨૩, તા.૨૯/૦૮/૨૦૨૩ તથા તા.૦૭/૦૩/૨૦૨૩ના પત્રોની ભલામણ અન્વયે, જાહેરનામું પ્રસિદ્ધ થયા તારીખથી બે વર્ષ માટે નીચેની શરતોને આધીન રહીને બીજી પાળીમાં બપોરના ૦૨.૦૦ થી રાત્રીના ૧૦.૨૦ કલાક અને ત્રીજી પાળીમાં રાત્રીના ૧૦.૦૦ કલાકથી સવારના ૦૬.૨૦ કલાક સુધી સ્ત્રી શ્રમયોગીઓને કામે રાખવાની આથી મંજૂરી આપવામાં આવે છે.

- સ્ત્રી શ્રમયોગીઓને તેમના રહેઠાણથી કારખાનામાં અને કારખાનામાંથી રહેઠાણ સુધી લાવવા લઈ જવાની મફત વ્યવસ્થા કરવાની રહેશે.
- ઉપર મુજબની વ્યવસ્થા પૂરી પાડવામાં આવે તે સ્ત્રી શ્રમયોગીઓને લાવવા લઈ જવા માટે પૂરતી સલામતીની વ્યવસ્થા કરવાની રહેશે.
- સ્ત્રી શ્રમયોગીનું રહેઠાણનું સરનામું બદલાઈ જાય (સામાન્ય રીતે લગ્ન થતા સરનામું બદલાય છે) તો પીક- અપ સ્થાન ફરીથી નક્કી કરવું અથવા સદરહું સ્ત્રી શ્રમયોગીને પ્રથમ પાળી કે જનરલ પાળીમાં જ કામે રાખવામાં આવે તે રીતે વ્યવસ્થા કરવાની રહેશે.
- સ્ત્રી શ્રમયોગીના ૬ વર્ષથી નાના બાળકો માટે લાગુ પડતું હોય તેવા કિસ્સામાં ઘોડિયા ઘર માટે ગુજરાત કારખાના નિયમ-૧૯૬૩ના નિયમ ૮૩ અને નિયમ ૮૩-એ મુજબ યોગ્ય લાયકાતવાળી સ્ત્રીની નિમણૂક કરવી.
- કારખાના ધારો, ૧૯૪૮ની કલમ, ૬૬(૧)(બી) માંથી જે શરતોએ મુક્તિ આપવામાં આવે તે શરતો ગુજરાતી ભાષામાં કારખાનામાં શ્રમયોગીઓ વાંચી શકે તે રીતે મુક્તિના સમયગાળા દરમિયાન કારખાનામાં પ્રદર્શિત કરવાની રહેશે.
- જે સ્ત્રી શ્રમયોગીઓને બીજી પાળીમાં બપોરના ૦૨.૦૦ થી રાત્રીના ૧૦.૨૦ કલાક અને ત્રીજી પાળીમાં રાત્રીના ૧૦.૦૦ કલાકથી સવારના ૦૬.૨૦ કલાક સુધી કામે રાખવામાં આવે તે સ્ત્રી શ્રમયોગીઓની કામ કરવાની લેખિતમાં સંમતિ મેળવવાની રહેશે.

૭. ગર્ભ ધારણ અથવા બાળ જન્મને સંબંધિત ન હોય તેવા ન્યાયિક કારણો સિવાય સ્ત્રી શ્રમયોગીઓને ડીસમીસ કરી શકાશે નહીં કે નોટીસ આપી શકાશે નહીં. તે અંગેની જાણકારી સ્ત્રી શ્રમયોગીઓને કરવાની રહેશે.
૮. બીજી અને ત્રીજી પાળી દરમિયાન કામે રાખવામાં આવેલ સ્ત્રી શ્રમયોગીઓ માટે સ્ત્રી સુપરવાઈઝરની વ્યવસ્થા કરવાની રહેશે.
૯. ફેક્ટરી એક્ટની કલમ-૬૬(૧)(એ) મુજબ, સદરહુ એક્ટની કલમ-૫૪ અન્વયે ૦૮ કલાકથી વધુ સમય માટે (એક પાળીમાં) સ્ત્રી શ્રમયોગીઓ પાસેથી કામ લઈ શકાશે નહિ.
૧૦. સ્ત્રી શ્રમયોગીઓની જાતિય સતામણી ન થાય તે માટે નામ. સુપ્રિમ કોર્ટના રીટ પીટીશન નં.૬૬૬ થી ૬૭૦/૧૯૯૨ ના તા.૧૩-૬-૯૭ ના ચૂકાદાની સૂચનાઓનો અમલ કરવાનો રહેશે તથા The Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal Act – 2013ની જોગવાઈ મુજબ Internal Complaints Committee બનાવવાની રહેશે.
૧૧. નામદાર ગુજરાત હાઈકોર્ટના સીએવી જજમેંટ સ્પે.સી.એ. નં.૨૯૮૪/૨૦૧૨ના પારા ૨૫.૧ માં આપેલ ચૂકાદા મુજબ મહિલા શ્રમયોગીઓને રાત્રી પાળીમાં રાખવામાં આવે તે માટે કંપનીએ સેફ્ટી અને સીક્યુરીટીની ચૂસ્તપણે કાળજી લેવાની રહેશે.
૧૨. સદર પરવાનગી નવા વર્ષ માટે લેવા ઈચ્છતા કારખાનાને મળેલ પરવાનગી પૂરા થવાના ૩ માસ અગાઉ તમામ દસ્તાવેજ પૂરાવા સાથે અરજી કરવાની રહેશે.
૧૩. સ્ત્રી શ્રમયોગીઓના કૌશલ્યમાં વધારો થાય તે માટે સમયાંતરે યોગ્ય તાલીમી સંસ્થાઓ પાસેથી તાલીમ અપાવવાની રહેશે.
૧૪. આ શરતોનો ભંગ/ઉલ્લંઘન થયેલ જણાશે તો કારખાના ધારાની કલમ- ૬૬(૧)(બી) માંથી આપવામાં આવેલ મુક્તિ રદ થયેલ ગણાશે અને કાયદેસરની કાર્યવાહી કરવામાં આવશે.
૧૫. આ હુકમથી આપવામાં આવેલ મંજૂરીમાં જણાવેલ શરતોના પાલનનો અહેવાલ દર માસે સ્થાનિક કચેરીને તેમજ વડી કચેરીને કરવાનો રહેશે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

ગગુભા રાજ,
સરકારના નાયબ સચિવ.

કાયદા વિભાગ
અધિસૂચના

સચિવાલય, ગાંધીનગર, ૧૦મી જૂન, ૨૦૨૪

ક્રમાંક: જીકે/51/102024/NTR/ABD/RMT/966/નો.સે./126 : નોટરી અધિનિયમ, ૧૯૫૨ અને તે હેઠળ ઘડેલા નોટરી નિયમો, ૧૯૫૬ અન્વયે શ્રી રજનીકાંત મોહનલાલ ઠક્કર, એડવોકેટને અમદાવાદ જિલ્લાના અમદાવાદ શહેર માટે નોટરી તરીકે તા.૨૭-૦૨-૨૦૦૮ નાં રોજ નોટરી રજિસ્ટ્રેશન નં. ૯૬૬ થી નિમણૂક આપવામાં આવેલ હતી.

સ્વ.નોટરીશ્રીનાં પુત્રશ્રી પરવેશ આર.ઠક્કરે તેમનાં પિતાશ્રી રજનીકાંત મોહનલાલ ઠક્કરનું તા. ૧૪/૧૨/૨૦૨૩ નાં રોજ અવસાન થયા અંગેનું સબરજિસ્ટ્રારશ્રી, જન્મ મરણ વિભાગ, નવરંગપુરા વોર્ડ, અમદાવાદ મ્યુનિસિપલ કોર્પોરેશનનું પ્રમાણપત્ર રજૂ કરેલ છે તે તથા તેઓશ્રીનાં તા.૨૫/૦૧/૨૦૨૪ નાં રોજનાં સોગંદનામાની વિગતો ધ્યાને લઈ સરકારશ્રીએ નોટરી અધિનિયમ, ૧૯૫૨ અને તે હેઠળ ઘડેલા નોટરી નિયમો, ૧૯૫૬ હેઠળ સ્વ.શ્રી રજનીકાંત મોહનલાલ ઠક્કરનું નામ નોટરી રજિસ્ટરમાંથી દૂર કરવા નિર્ણય કરેલ હોઈ, તેમનું નામ નોટરી રજિસ્ટરમાંથી દૂર કરવામાં આવે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

પી. એન. રાવલ,
સક્ષમ સત્તાધિકારી અને સંયુક્ત સચિવ.

