

EVALUATION OF TRAINING PROGRAMMES
OF PRE RECRUITMENT TRAINING CENTRE [PRTC], KOZHIKODE
FOR SC/ST CANDIDATES



Submitted to
Scheduled Castes Development Department
Government of Kerala

October 2018



*An Autonomous Institution of Government of Kerala
Thiruvananthapuram – 17*

**EVALUATION OF TRAINING PROGRAMMES OF
PRE RECRUITMENT TRAINING CENTRE [PRTC],
KOZHIKODE FOR SC/ST CANDIDATES**
(Report No.5)

Submitted to
**Scheduled Castes Development Department
Government of Kerala**

OCTOBER 2018



*An Autonomous Institution of Government of Kerala
Thiruvananthapuram - 18*

Dr. N. Ramalingam (Project Nodal Officer)

Associate Professor, GIFT

Dr. C.S. Venkiteswaran (Add: Project Nodal Officer)

Associate Professor, GIFT

Dr.U.P.Anilkumar

Research Associate, GIFT

N Sheeja

Data Analyst, GIFT

We would like to thank all the academic and non-academic staff of GIFT who helped us in this endeavor. Thanks are also due to the officials of SC Development Department, officials of PRTC and students who wholeheartedly cooperated with us.

We are happy to submit this report to Scheduled Castes Development Department, Government of Kerala. We hope the findings of this report will contribute to effective and meaningful policy formulation.

Thiruvananthapuram
15th October 2018

Dr.D.Narayana
Director, GIFT

ACKNOWLEDGEMENTS

The Study Team of Gulati Institute of Finance and Taxation gratefully acknowledges the help and support extended by the following officials:

- **Dr. V. Venu IAS**
Principal Secretary
SC Development Department
Government of Kerala
- **Shri.P.M. Asgar Ali Pasha IAS**
Director
SC Development Department
Government of India
- **Shri.N. Muhammed Haris**
Senior Finance Officer
SC Development Department
Government of Kerala
- **Shri.Anilkumar**
Joint Director
SC Development Department
Government of Kerala
- **Smt. P.J Amina**
Chief Planning Officer
SC Development Department
Government of Kerala
- **Dr.K.K.Saneesh Kumar**
Research Officer
SC Development Department
Government of Kerala
- **Officials and Staff of District Development Office, SC Development Department, Malappuram.**
- **Officials, Staff and students of all Pre Recruitment Training Centre, Kozhikkode**
- **Sheeba, Saritha and Vrintha, Data Entry Operators**
- **Officials and Staff of all Pre Recruitment Training Centre, Kozhikkode**

Chapter	Page No
Executive Summary	11

CHAPTER 1

PRE RECRUITMENT TRAINING CENTRE AND THE EVOLUTION OF GOVERNMENT SPONSORSHIPS TO ITS TRAINING PROGRAMMES

1	Introduction	17
1.2	Pre-Recruitment Training Programmes of SCDD	18
1.3	About PRTC	18
1.4	PRTC Training Programmes as a Government Scheme	19
1.4.1	Accreditation to PRTC Training Programme	19
1.4.2	Inclusion of PRTC training programmes in the local self-government's projects.	20
1.4.3	Funding support to selected students by Government	21
1.4.4	Training Programmes and 13 th Plan Guidelines	22
1.5	Eligibility, Syllabus and Training Process in PRTC	23
1.6	Implementation of PRTC Training Programme through SCDD	25
1.7	SCA to SCP Norms & PRTC Programmes	27
1.8	Implementation of PRTC Training Programme through Local Self-Government Institutions	28
1.9	Main conditions to ensure employment in the MoU between PRTC and Local Self Government Institutions or SCDD	31
1.10	Placement of Successfully Trained Candidates by PRTC	32
1.11	Analysis of Enrollment and placement data provided by PRTC	32

CHAPTER 2

ALLEGATIONS AGAINST PRTC AND ITS TRAINING PROGRAMMES FOR SC

2.1	Introduction	37
2.1.1	Validity of Security Guard Training Certificate	37
2. 1.2	Collection of fees for a Government Sponsored Training Programme	40
2. 1.3	Placement in Armed and Para Military Forces	41
2. 1.4	Placement as Security Guards	42
2. 1.5	Low Wages in Security Guard Service	44

CHAPTER 3

EVALUATION OF THE USEFULNESS OF THE PRTC TRAINING PROGRAMMES FOR SC

3.1	Introduction	46
3.2	Hindrances in the Placement of SC candidates as Security Guards	47
3.3	Private Security Agencies (Regulation) Act, 2005 and Rules	49
3.4	Conclusion	50
3.5	Observations and Suggestions	52
	Appendix I	65
	Appendix II	69
	Appendix III	80
	Appendix IV	85
	Appendix V	86
	Appendix VI	88
	Appendix VII	89
	Appendix VIII	100
	Appendix IX	101
	Appendix X	103
	Appendix XI	111
	Appendix XII	126
	Appendix XIII	139

LIST OF ABBREVIATIONS

BP	Block Panchayat
BPL	Below Poverty Line
DP	District Panchayat
GOI	Government of India
GP	Grama Panchayat
KEXCON	Kerala State Ex-Servicemen Development and Rehabilitation Corporation
KTDC	Kerala Tourism Development Corporation
LSGD	Local Self Government Department
MoU	Memorandum of Understanding
MWD	Minority Welfare Department
PRTAF	Pre Recruitment Training for Armed Forces
PRTC	Pre Recruitment Training Centre
PSARA	Private Security Agencies (Regulation) Act
PSU	Public Sector Undertakings
SC	Scheduled Castes
SCA	Special Central Assistance
SCDD	Scheduled Castes Development Department
SCP	Special Component Plan
SGT	Security Guard Training
ST	Scheduled Tribes
STDD	Scheduled Tribes Development Department

EXECUTIVE SUMMARY

This study pertains to the Pre Recruitment Training Programme and Security Guard Training Programme conducted by Pre Recruitment Training Centre, Kozhikode. The Report highlights the nature and method of implementation of these schemes and its usefulness to SC beneficiaries in the light of allegations raised by some of the students who passed out from PRTC.

As a job-oriented training programme, the Security Guard Training Programmes conducted by PRTC offers the unemployed SC youth hopes about getting placements in government and non-governmental sectors once they successfully complete the training programme. During the last decades PRTC has been conducting these training programmes for SC youth. This report was prepared after the study team visited PRTC, conducted discussions with officials of SCDD, PRTC, LSGD interviewed the students and verified all documents available with SCDD and PRTC.

The major observations and suggestions are given below:

Major Observations and Suggestions

- **Data Base/Employment/Vacancy Notifications:** Trained Security Guard Candidates coming out of PRTC face severe unemployment. The records of Trained Security Guards who are employed and are looking for employment as security guards are not available with SCDD or PRTC. Job vacancies of security guards that arise from time to time are not informed to the eligible candidates. Possibilities of Information Communication Technologies are not utilised to streamline the training programmes and to ensure employment. In this

context, it is imperative that SCDD takes the initiative to gather data of trained security guard candidates and make necessary arrangements to inform them of job opportunities. For this purpose SCDD should develop and manage a web portal in which all trained security guard candidates can register their name.

- **Validity of Certificate:** Confusions exist regarding the validity of Security Guard Training Certificate issued by PRTC. So, to ensure validity to the Security Guard Training Certificate, the rules framed under Private Security Agencies (Regulation) Act, 2005 should be followed, and a GO issued to validate the Certificate issued by PRTC for employment purposes.
- **Recognised Recruitment/Placement Agency:** Almost all private and public institutions/firms/offices are recruiting security guards through registered security agencies. In the absence of a recognised security recruitment/placement agency, the SC security guards trained from PRTC are not able to register their name for future job opportunities. Credible licensed security agencies are to be identified and enlisted by SCDD so that trained SC security guards can register their name in the agency to get placements.
- **Institutional Preference:** There is no mechanism to ensure preference for PRTC-trained candidates for vacancies arising in government institutions/ public sector undertakings. If so the chances for placement of trained SC candidates may be enhanced. SCDD may initiate discussions with officials of other Government Departments, Public Sector enterprises including Hospital Development Committees to implement Circular No.18103/G2/09/ID dated 8.7.2009 of Industries

Department and No.704/M3/2009/H7FWD dated 23.7.2009 of Health Department which permit PSUs and hospitals to recruit Security Guards from PRTC.

- **Placement:** The important condition in the MoU signed between PRTC and local self-government institutions is that PRTC should ensure placement to the trained Security Guards. But this is not fulfilled in the right spirit. All local self-government institutions and SCDD need to ensure that all conditions, especially those related to job assurance and certification of the course are strictly followed by PRTC before sponsoring candidates.
- **Low Wages:** Many SC Security Guards are getting low wages. Necessary action need to be taken to ensure their wages as per Minimum Wages Act to the SC security guards as per G.O(P) No.112/2018 /Fin dated 21.7.2018, the daily wage rate of security guards (Category III) is fixed as Rs.725/- per day, w.e.f 1.7.2018.
- **Need-based Assessment:** The formulation and approval of Pre Recruitment Training Programme to Armed Forces and Security Guard Training Programme are not done after a need based assessment. SCDD may take initiative to gather data of aspiring candidates at the end of every year for these training programmes through online web portal in advance in order to assess the real needs, based on which allocation for the next financial year must be made.
- **Scheme Formulation and Funding Pattern:** SCDD and various local self-government institutions are funding PRTC in a same financial year to implement same training programmes which causes scheme duplication and creates confusion among

candidates. It is better to entrust District Panchayats, Municipalities and Corporations only to formulate Pre-Recruitment Training Programme and Security Guard Training Programme using SCP so that all aspiring candidates from rural and urban areas are covered. The authority of Block Panchayats and Grama Panchayats to formulate these schemes may be withdrawn. If local self-government institutions are formulating PRTC training programmes, then it is better that SCDD desist from formulating such schemes in order to avoid duplication in schemes and implementing agencies.

- **Adherence to 13th Five Year Plan Guidelines:** The 13th Five Year Plan guidelines for local self-governments insist that all vocational training programmes should be implemented through government agencies. Though PRTC has obtained a government order to continue as a training centre for government funded programmes, it is better that SCDD may search for alternate government institutions to impart such training programmes to abide by the 13th Five Year Plan guidelines.
- **Funding Source:** The number of PRTC training programmes formulated under general fund is less than that under SCP fund.
- **Fee Concession:** In some cases, PRTC collects full fees for Security Guard Training from SC candidates who are actually eligible to get the sponsorship of local self-government institutions. PRTC should not admit SC candidates in open quota and collect full amount of fees from them. Admission of SC candidates should either be sponsored by SCDD or local self-government institutions under general or SCP schemes.

- **NSDC Model of Financial Assistance:** As far as payment is concerned it is suggested to follow the norms of National Skill Development Corporation that the last installment of 25% of the fee amount is disbursed to the training agency after getting placement to the candidate. Allocation and payment of fund to PRTC may be on the basis of registration and admission of students for training programmes.
- **Strict Adherence to Minimum Qualifications:** In some cases, students without standard minimum height and are ineligible to appear for the actual recruitment rally are admitted to the Pre-Recruitment Training for Armed forces. Hence it is necessary to ensure that only candidates with prescribed physical and medical standards are admitted for Pre-Recruitment Training Programme and Security Guard Training Programme. It may be mentioned in the advertisement itself and adhered to strictly. The minimum physical and medical qualifications for security guards prescribed in the Kerala State Rules of Private Security Agencies (Regulation) Act are not seen followed. The minimum physical and medical requirement for security guards prescribed in the Kerala State Rules of Private Security Agencies (Regulation) Act (Rule 6) should be followed in the security guard training programme by PRTC and it should be included in the advertisement too.
- **Syllabus:** The provisions regarding security training, syllabus and class hours in the Kerala State Rules of Private Security Agencies Regulation Act are not fully followed by PRTC. PRTC should follow the provisions regarding security training, syllabus and class hours in the Kerala State Rules of Private

Security Agencies Regulation Act 2010 in the Security Guard Training Programme.

- **Duration:** The duration of Two months residential training is not required for security guard training since the Kerala State Rules of Private Security Agencies Regulation Act 2010 stipulates only a minimum period of hundred hours of class room instructions and sixty hours of field training spread over at least twenty working days.
- **Centralised Monitoring & Evaluation:** No effective and centralised monitoring and evaluation system is in place to oversee the functioning of PRTC activities and outcome. A proper feedback system for students is also not introduced. It is suggested to develop a web enabled system directly monitored by SCDD for real time monitoring and evaluation of all vocational training programmes during the period of its implementation which provides students an online feedback system

CHAPTER 1

PRE RECRUITMENT TRAINING CENTRE AND GOVERNMENT FUNDING

1.1 Introduction

The Scheduled Castes Development Department, Government of Kerala has entrusted Gulati Institute of Finance and Taxation (GIFT) to evaluate the usefulness of the pre recruitment training programmes for Scheduled Castes and Scheduled Tribes candidates conducted by Pre Recruitment Training Centre, Kozhikode.¹ (*Refer Appendix I*). In March 2018, some of the students who successfully completed the Security Guard Training Programme from PRTC filed complaints that ‘***none of the students trained through this programme got employment, either permanent or temporary***’. It was in this circumstance that SCDD decided to conduct a study on this issue through a third party agency. Consequently, GIFT was entrusted to do the same.

In order to assess the usefulness of PRTC Training Programmes, the GIFT study team gathered details regarding the training programme offered to SC/ST candidates for the past 5 years, visited PRTC and held discussions with PRTC officials, trainees and trained candidates. The study team also visited the Deputy Director’s Office, SCDD, Kozhikode Zone, District Development Offices, Malappuram and Kozhikode of SCDD. Discussions were held with the representatives of PRTC, officials of the department, apart from interviews with the trainees and trained candidates.

1.2 Pre-Recruitment Training Programmes of SCDD

In order to fill the economic gap between SCs and other economically advanced sections of the society by equipping SC youth with relevant skill sets, SCDD has been implementing several economic development schemes and employability enhancement programmes. Pre-Recruitment Training is one such programme which was started in the early 1990s. The purpose of this scheme is to ensure proportionate representation of SC in Military and Para-Military services where no reservation facility exists. Hence it is necessary to physically, mentally and intellectually prepare and equip the potential SC candidates to appear for competitions and tests leading to these recruitments.² Initially training classes were arranged for selected SC candidates at three centers in the state and training was planned to impart utilising the services of retired army personnel who were engaged in recruitment and training jobs in the defence services. During this period, security guards training programme was not formulated.

1.3 About PRTC

Pre-Recruitment Training Centre (PRTC) is a society registered under Societies Registration Act 1860 (Reg. No. S/343/2005) which was started on 15th August 2003 at Kakkodi, Kozhikode and then shifted to its present campus at Eranjippalam, Kozhikode.³ This society intends to give comprehensive residential training to aspirants for the Armed Forces, Paramilitary, Police Forces and Security Services and enhance their employability by making them fit for various jobs.

PRTC conducts two types of training programmes, namely, Pre-Recruitment Training for entry into the Armed Forces and Para Military Forces, and Training for Security Guards. Both the programmes are fully residential and of two months duration. As part of training, PRTC offers

psychological conditioning and soft skills, communication skills, general knowledge, theoretical and practical knowledge of the subjects related to the profession, physical efficiency training such as running, jumping, rope climbing etc and coaching classes for written tests. Besides these, PRTC offers special sessions on trauma care, personality development, spoken English, firefighting, crisis management etc.⁴ The syllabus of Pre-Recruitment Training for entry into the Armed Forces and Para Military Forces and Security Guard Training are appended. (*Refer Appendix II and III*).

1.4 PRTC Training Programmes as a Government Scheme

The government funding of PRTC training programmes for SC/ST youth and general candidates from BPL category involves four phases, firstly, obtaining accreditation to PRTC as a training centre, secondly, approval of PRTC training programmes in the projects of local self-governments, thirdly, getting government sponsorship for students, and finally issuing orders to overcome the guidelines of 13th Five Year Plan of Government of Kerala regarding vocational training institutions.

1. Accreditation to PRTC Training Programmes

On 20th December 2004, the then Director of PRTC had requested the Government of Kerala to grant them permission to implement their training programmes through local self-governments of the state. Subsequently Government had given accreditation to PRTC as a training centre to train candidates from BPL families who aspire for employment in Armed Forces.⁵ (*Refer Appendix IV*). After this, the Director, PRTC requested the Government through letters dated 23-5-2006 and 6-6-2006 to extend its accreditation as a training centre not

only to military services but also to police and para military forces and it was allowed.⁶

After obtaining accreditation as a pre-recruitment training center for Armed and Para-Military forces, PRTC approached the government to get accreditation for another programme, viz., Security Guard Training. On 18.2.08 the Director, PRTC requested government for sanctioning accreditation to Security Guard Training center and it was also sanctioned.⁷

2. Inclusion of PRTC training programmes in the local self-government's projects.

Along with the accreditation of pre-recruitment training centre it was suggested that local self-governments can include this training programme in their plan schemes.⁸ Hence all local self-governments in the State got the official sanction to incorporate these training programmes in their plan projects.

The fee structure was also proposed in the above orders and local self-governments were allowed to use plan fund or own fund to implement this programme. It was also directed that the local bodies that undertake this training programme has to sign an MoU with PRTC with specific conditions and the selection of beneficiaries of this programme was to be conducted through grama/ward sabha. It was further directed that the office of the Rural Development Commissioner and the authorities of local self-governments should inspect the training institute/programmes during the period of training to evaluate the progress of the programme and to make necessary corrective measures.

Subsequently the government issued a circular which entrusted the local self-governments to give wide publicity to the PRTC training programmes and to advertise at least in one popular daily along with

publicity through print and electronic media, and Kudumbasree.⁹ Again on 20.6.2011 the government issued direction to all local self-governments to take initiatives to implement PRTC training programmes.¹⁰

3. Funding support to selected students by Government

The fee for the training programmes by PRTC was fixed by the government, and includes the expenses of training, food, accommodation and other miscellaneous expenses. Same fee structure is followed by PRTC for both the training programmes since the major expenses such as food and accommodation are same. The periodical enhancement of fees for PRTC Training programmes is given in Table 1.

Table 1
Fee Structure, Subsidy Amount and Beneficiary Contribution to PRTC Training Programmes

Sl. No	Year	Fees (Rs.)	Subsidy Amount (Rs.)		Beneficiary Contribution (Rs.)		Programme
			General	SC/ST	General	SC/ST	
1	2005	4500	3000	4000	1500	500	PRTAF ¹
2	2008	12000	6000	11000	6000	1000	SGT ²
3	2010	12000	6000	9600	6000	2400	PRTAF ³
4	2012	12000	10000	11000	2000	1000	PRTAF ⁴
5	2013	18000	16000	17000	2000	1000	PRTAF & SGT ⁵
6	2015	25000	23000	24000	2000	1000	PRTAF & SGT ⁶
¹ G.O.(Rt).4053/05/LSGD dated 4.10.20152 ² G.O.(Rt).1764/08/LSGD dated 21.6.2008 ³ G.O.(Rt).239/10/LSGD dated 21.1.2010 ⁴ G.O.(Rt).528/12/LSGD dated 22.2.2012 ⁵ G.O.(Rt).1509/13/LSGD dated 11.6..2013, G.O.(Rt).1735/13/LSGD dated 1.7.2013 ⁶ G.O.(Rt).3826/15/LSGD dated 21.12.2015							

The subsidy amount is given to PRTC in three instalments in the ratio of 25:25:50. First 25% of amount is disbursed after signing the

agreement, the second instalment of 25% amount is given after one month (previously, after three weeks) of the training, and the balance 50% is given after the completion of the training. The beneficiary contribution has to be remitted by the students directly to PRTC.

4. Training Programmes and 13th Plan Guidelines

The 13th Five Year Plan (2017-22) has brought a significant shift in the training scheme formulation of local self-governments. In the guidelines issued for the formulation of first annual plan in the 13th Five Year Plan elaborate the process of scheme formulation under vocational training programmes.¹¹ Para 12.5.3 of both guidelines deals the training programmes. Sub para 3 of Para 12.5.3 says the vocational training programmes formulated by local self-governments have to be implemented **only through the institutions working under the control of Central and State governments**. The guidelines for rural local bodies permits (Sub para 6 of Para 12.5.3) the District Panchayat authorities to formulate skill development projects too.

Again, the guidelines for scheme annual plan formulation and subsidy guidelines prescribe specific conditions for training and skill development programmes.¹² Para 13 of the guideline says no schemes are formulated exclusively for training purpose but **only training programmes that are part of a development project can only be entertained. Para 13.1 says only government institutions are to be selected as training centres**.

As the above clause does not include private training institutions, the President, District Panchayat, Kozhikode requested the government to recognise PRTC as an accredited centre to impart training for job seekers in Armed Forces and Security Services.¹³ Subsequently, government has issued order that, in the absence of other institutes in

Malabar region, PRTC has been recognized as an accredited institution to conduct training for Armed Forces and Security Guard.¹⁴ After four days another order to amend the previous order was issued and the portion ‘in the absence of other institutes in Malabar region’ was removed and amended as ‘to the schemes formulated by all the local self-institutions under the state government’.¹⁵

To get further clarity in the matter, and in response to the request of PRTC on 20.8.2017, government clarified that¹⁶ the pre-recruitment training programme and security guard training programmes of PRTC can be included in the skill development projects of District Panchayats as mentioned in Sub para 6 of Para 12.5.3 of 13th Five Year Plan formulation guidelines for rural local bodies.¹⁷

Such extensive support to PRTC by Local Self Government Department in the form of accreditation of institution as training centre, fixation of fee structure, publicity by government sector, inclusion of PRTC programmes in local self-government schemes, selection of candidates through Grama/Ward sabha, financial support through subsidy norms etc elevated PRTC programmes as a government scheme which in turn helped enhancement of the credibility of the institution among the public. All this naturally generated high expectations among the unemployed youth from BPL and SC/ST families. In addition, PRTC was the only agency with government accreditation in the State, and so, the students had no other option to avail training in these fields.

1.5 Eligibility, Syllabus and Training Process in PRTC

PRTC follows the same eligibility conditions for the selection to Armed and Para Military Forces such as required minimum educational qualification, age criteria, standard minimum height, unexpanded chest

and weight of recruits etc for all categories as already prescribed in the recruitment process by the Indian Army.¹⁸

The eligibility for admission for training in PRTC is given in Table2.

Table 2
Eligibility for admission for training in PRTC

Type of Training	Educational Qualification	Physical Fitness	Age	Remarks
Pre-Recruitment Training for entry into the Armed Forces	SSLC/+2/Degree/PG as laid down by the Govt for different trades from time to time	*167 cm (men) 155 cm (women) for the Armed 170 cm for men in Para Military Forces	17-23 (Gen) 17-26 (OBC) 17-28 (SC/ST)	Should qualify preliminary screening test at PRTC
Security Guard Training for Security Duties	8 th Pass Preferably SSLC Pass (Priority for knowledge of different languages, holders of driving license etc)	**162 (men) 152 (women) (Candidates with more height preferred)	18-45	Should not have visible deformities Production of police verification certificate is required in certain cases

**Norms are subject to changes as per notification by the Govt. from time to time for various trades in different Forces.*

***AS per Private Security Agencies (Regulation) Act, norms may change.*

Source: Brochure of PRTC, p.14.

The interested candidates are advised to attend the recruitment drive conducted at the premises of local self-government institutions with required documents. There are six eligibility conditions for SC candidates to be selected in Security Staff Training: 1) the candidate must be SC, 2) age between 18 to 45, 3) the beneficiary should be selected by Grama/Ward sabha, 4) the beneficiary should be permanent inhabitant of the respective local body, 5) s/he should have completed 7th Standard, and 6) the beneficiary should remit beneficiary contribution.

The syllabus of Pre-Recruitment Training to Armed Forces includes physical efficiency training and classes on various subjects for written examination such as English, General Knowledge, Mathematics, Physics, Biology, Chemistry etc. The syllabus of Security Guard Training includes principles of security, security of information, security of material etc. The routine of students under training in PRTC is given in Table 3.

Table 3
Routine of Pre Recruitment Training Students in PRTC

Sl.No	From	To	Particular
1	6:00 am	7:30 am	Physical Training
2	7.30 am	8:00 am	Maintenance and cleaning
3	8:00 am	9:00 am	Break fast
4	9:00 am	9.45 am	Newspaper reading
5	10:00 am	11:00 am	Academic classes
6	11:00 am	12:00 pm	Classes
7	12:00 pm	12:15 pm	Tea break
8	12:15 pm	1:15 pm	Classes
9	1:15 pm	2:00 pm	Lunch break
10	2:00 pm	4:00 pm	Classes
11	4:00 pm	5:00pm	Tea and games
12	6:00 pm		Roll call
13	6:30 pm	8:00 pm	Self-study
14	8:30 pm		Dinner
15	9:00 pm	9:30 pm	TV news and recreation
16	10:00 pm		Light off

Source: Data collected from PRTC

1.6 Implementation of PRTC Training Programme through SCDD

The Directorate of SCDD has implemented the PRTC Training programmes three times, that is, during the years 2013-14, 2014-15 and 2017-18. In these three years, SCDD funded the Pre-Recruitment Training Programme for Armed Forces.

As the first step of scheme formulation, PRTC submitted a detailed project proposal before SCDD which explains how this training helps to enhance the employment opportunity of the unemployed SC youth, the course content, financial commitment, modus operandi etc. After the approval of the project under the 'Assistance for Training and Employment' scheme, a MoU is signed between SCDD and PRTC which explains the specific conditions of the scheme.

In 2013-14, PRTC had submitted a project proposal before District Development Officer of SCDD, Palakkad to sanction their training programme under 'SCA to SCP scheme'.¹⁹ Accordingly it was sanctioned for 50 students and later enhanced to 90 students.²⁰ In this batch all students were from Palakkad District only. During the year 2014-15, PRTC has requested the Director, SCDD to sponsor 100 students for training to Armed Forces.²¹ Again on 18.5.2014 another proposal was submitted by PRTC to the Director, SCDD to increase the number of students to 1400 (100 from each district).²² Accordingly sanction was accorded for training of 900 SC students to Armed Forces. In 2017-18, PRTC had requested the Director, SCDD to sponsor 500 students from all districts for Security Guard Training²³ and permission was granted to train 300 students.²⁴

The details of PRTC training programmes which are directly funded by SCDD Directorate are given below in Table 4.

Table 4
PRTC Programmes Sponsored by SCDD

Sl. No	Year	Training Programme	Number of candidates	Amount per student (Rs.)	Amount Sanctioned (Rs)
1	2013-14	PRTAF	90	15000	13,50,000
2	2014-15	PRTAF	900	18,000	1,62,00,000
3	2017-18	PRTAF	300	25,000	75,00,000*
TOTAL			1290		2,50,50,000

Source: No.P3/10473/18 dated 2.6.18 of Director, SCDD

** Here Rs.56.25 lakhs is distributed as on 2.6.18 and balance amount is pending.*

The amount was seen disbursed in three installments in a ratio of 25:25:50. First installment of 25% of the amount was disbursed in advance after signing MoU and the balance 75% was disbursed in three installments after getting the utilization certificate of the advance amount and progress report of the authorised officer.²⁵ The advertisement for and identification of beneficiaries of these training programmes were mainly done by the District Officers of SCDD through newspapers and SC promoters.²⁶ The selection of candidates was done by PRTC authorities in the premises of District Development Offices of SCDD or nearby places. Meanwhile, the Director, SCDD has instructed DDOs that it is the responsibility of PRTC to give proper advertisement to their training programmes and not to promote the method of PRTC of using office premises of DDOs for the selection of candidates which disturbs the office functioning.²⁷

1.7 SCA to SCP Norms & PRTC Programmes

In 2013-14, PRTC training programmes were funded from SCA to SCP fund. Though the main intention of SCA is to provide additional thrust to programmes such as agriculture, animal husbandry, village and cottage industries, it also permits allocation of funds for ‘training and directly relevant backup services, which are found to be essential for the

individual beneficiary to derive the desired quantum of benefit from the asset made available to him'²⁸. As per SCA guidelines, those scheme components which do not generate income by themselves should not be treated as independent schemes instead it should be made of the part of a composite scheme which would result in income generation. Further it is necessary to check whether the beneficiary families crossed the poverty line after the implementation of programmes under SCA.

On the contrary, the PRTC training programmes are stand-alone programmes that focus only on training for capacity building or job facilitating which are not directly linked to income generation through assured placement after training. PRTC programmes, especially Security Guard Training Programme, are useful to enhance the employability of the job seeker but it is not followed by any placement programme to ensure employment and in turn, generation of income to the candidates, which is a precondition under SCA to SCP norms.

1.8 Implementation of PRTC Training Programme through Local Self-Government Institutions

PRTC has started to implement their training programmes through local self-government institutions since the 10th and 11th Five Year Plan periods, much before SCDD. The advertisement and selection procedure are the same as explained above. It is seen that local self-government institutions gave publicity through various media, and arranged the facilities for selection of candidates after signing MoU with PRTC. The list of selected candidates was sent to their respective local self-government institutions for approval of Grama/Ward sabha.²⁹ The list of PRTC training programmes implemented through various local self-institutions is given in the following Table 5.

Table 5
Details of Pre-Recruitment and Security Guard Training programmes for
SC Candidates funded by Local Self Governments during 2013-18

No	Year	District Panchayat		Block Panchayat		Grama Panchayat		Municipality	
		No. of schemes	Expenditure (Rs.)	No. of schemes	Expenditure (Rs.)	No. of schemes	Expenditure (Rs.)	No. of schemes	Expenditure (Rs.)
1	2	3	4	5	6	7	8	9	10
1	2013-14	0	0	0	0	1	153000	0	0
2	2014-15	1	986000	2	956000	6	629000	0	0
3	2015-16	4	2050000	8	5694000	2	190500	0	0
4	2016-17	2	3600000	3	984000	2	192000	2	517010
5	2017-18	5	6337500	1	60000	0	0	0	0
Total		12	12973500	14	7694000	11	1164500	2	517010
Grand Total		Rs.2,23,49,010 (Col.4+6+8+10)							
Source: Sulekha Plan Monitoring Software									

In the last five years from 2013-14 to 2017-18, 39 training programmes of PRTC were funded by various local self-government institutions. Out of 39 schemes, 29 schemes were Pre-Recruitment Training to Armed Forces and 10 schemes were Security Guard Training. Among the districts, various local self-government institutions of Malappuram District formulated 12 schemes, Alappuzha District 8 schemes, Palakkad District 7 schemes, Kozhikode and Kollam Districts 2 schemes each and Thiruvananthapuram, Thrissur, Wayanad and Idukki districts one scheme each. The expenditure of 29 schemes for Pre-Recruitment Training to Armed Forces was Rs. 1,44,52,500/- and 10 schemes for Security Guard Training was Rs. 78,96,510/-. The detailed list of local self-government institutions and PRTC training schemes is attached. (*Refer Appendix V*).

The Total financial assistance given to PRTC by Local Self Government Institutions & SCDD during the period 2013-18 is given in the following Table 6.

Table 6
Financial Assistance Received by PRTC from
Local Self Governments and SCDD during 2013-18

Sl. No	Year	Local Self Government Institutions (Rs.)	SCDD (Rs.)	Total (Rs.)
1	2013-14	153000	1350000	1503000
2	2014-15	2571000	16200000	18771000
3	2015-16	7934500	0	7934500
4	2016-17	5293010	0	5293010
5	2017-18	6397500	7500000	13897500
Total		22349010	25050000	47399010

Source: LSGD data is collected from Sulekha Plan Monitoring Software and SCDD data from P3.10473/18 dated 2.6.18

It is interesting to compare the sponsoring by local self-government institutions of PRTC programmes for general and SC candidates as shown in Table 7. During the period 2013-18, all local self-government institutions in the state have implemented only 7 schemes for general candidates through PRTC whereas the number of schemes for SC was 39. This difference is visible in the expenditure too. During this period the total expenditure for general and SC candidates together works out to Rs 230.12 lakhs, out of which SC candidates account for Rs. 223.49 lakhs (97 per cent). (The list of PRTC Training schemes implemented for general candidates by various local self-government institutions is attached. (Refer *Appendix VI*). The figures reveal that the training programmes of PRTC solely cater to SC/ST candidates, though there is only an extra contribution of Rs. 1000 for the general category. Absence of a fair share of general candidates for any course is an indicator of its lack of attractiveness as a job opportunity.

Table 7
Details of Pre-Recruitment and Security Guard Training programmes for
General Candidates funded by Local Self Governments during 2013-18

No	Year	District Panchayat		Block Panchayat		Grama Panchayat		Municipality	
		No. of schemes	Expenditure (Rs.)	No. of schemes	Expenditure (Rs.)	No. of schemes	Expenditure (Rs.)	No. of schemes	Expenditure (Rs.)
1	2013-14	0	0	0	0	0	0	0	0
2	2014-15	0	0	1	48000	3	208000	0	0
3	2015-16	0	0	0	0	1	19500	0	0
4	2016-17	0	0	0	0	0	0	0	0
5	2017-18	2	387750	0	0	0	0	0	0
Total		2	387750	1	48000	4	227500	0	0
Grand Total		Rs. 663200							

Note: All schemes are Pre-Recruitment Training Programmes except one Security Guard Training Programme funded by Malappuram District Panchayat during 2017-18 (Rs.196500/-)

Source: Sulekha Plan Monitoring Software

1.9 Main conditions in the MoU to ensure employment

Before starting the training programme an agreement has to be signed between PRTC and funding agency which contains specific conditions for the effective implementation of the scheme including the selection of candidates, monitoring of the scheme etc. Accordingly, SCDD and various local self-government institutions have signed agreement with PRTC whenever they funded for PRTC training programmes. Main conditions to ensure employment to the trained candidates are pointed below.

As per para 12 of the agreement between PRTC and SCDD signed on 10.9.2014, after the completion of the training programme, PRTC has to update both the candidate and the District SCDO concerned about the arising vacancies and recruitment rallies to Armed and Para Military Forces. Para 14 stipulates that PRTC has to report to the Director, SCDD about the details of candidates who got placement

within six months after the completion of each batch. As per Para 21, PRTC has to submit the list of selected candidates to Director, SCDD when the training commences. Para 27 says the certificate issued by PRTC to candidates should be valid.

The agreements signed between local self-governments and PRTC follow the same lines. In the agreement signed for Security Guard Training (Project of Malappuram District Panchayat in 2017-18) para 15 stipulates that PRTC should ensure placement to the successfully trained candidates.³⁰

1.10 Placement of Candidates by PRTC

The basic nature of training programmes offered by PRTC is of two types; Pre-Recruitment Training is a capacity building programme and Security Guard Training is a job facilitating programme.³¹ Considering the increasing need of trained private security guards, the job opportunities in this field is high. The Industries Department of Government of Kerala has informed all Public Sector Undertakings under the department to approach PRTC if they need qualified security guards.³² In another Circular dated 23.7.2009, the Health and Family Welfare Department has directed Hospital Development Societies of various hospitals under Health Department to post trained security guards from PRTC.³³

1.11 Analysis of Enrolment & Placement Data provided by PRTC

The following tables are prepared on the basis of data of enrolment and placement provided by PRTC. Table 8 shows the number of candidates who joined PRTC for Pre-Recruitment Training to Armed Forces who were sponsored by various agencies during the period 2013-2018.

Table 8
No. of Candidates Sponsored by Various Departments for
Pre Recruitment Training to Armed Forces in 2013-18

Sl. No	Year	District Panchayat	Block Panchayat	Grama Panchayat	Municipality	SCDD	STDD	MWD	Direct Admission	Total Trained	Recruited in Armed Forces	Recruitment percentage
1	2013-14	-	26	10	-	74	-	-	100	210	165	78.6
2	2014-15	-	238	128	-	502	-	-	80	948	171	18.0
3	2015-16	87	340	43	-	488	10	200	100	1268	214	16.9
4	2016-17	113	106	13	16	95	22	-	100	465	142	30.5
5	2017-18	236	2	-	-	300		-	-	538	379	70.4
Grand Total		436	712	194	16	1459	32	200	380	3429	1071	31.2
%		12.7	20.8	5.7	0.5	42.5	0.9	5.8	11.1	100.0	31.2	

Source: Data Received from PRTC

As per data provided by PRTC, among the trained candidates 42.5 per cent of candidates were sponsored by SCDD. The local governments had sponsored 39.6 per cent of candidates and the direct admission was only 11 per cent. PRTC reported that 1071 (31 per cent) of their trained candidates including SC and general category got placement in Armed Forces during 2013-18. In 2013-18 PRTC reported that 86 SC candidates were selected to Armed Forces.³⁴ (*Refer Appendix VII*).

During 2013-18, SCDD sponsored 1459 candidates and the estimated number of SC candidates sponsored by various local bodies during this period was 632 approximately. The details of estimation are given in Table 8A. Hence the total number of SC candidates training during 2013-18 is worked out as 2091 (1459+632).

Table 8A
Estimated Number of Candidates Sponsored by
Local Self Governments during 2013-18

Year	Financial Assistance Received*		Subsidy Amount**		Estimated Number of Candidates	
	SC	General	SC	General	SC	General
2013-14	153000	0	17000	16000	9	0
2014-15	1585000	256000	17000	16000	93	16
2015-16	6309500	19500	24000	23000	263	1
2016-17	3060000	0	24000	23000	128	0
2017-18	3345000	191250	24000	23000	139	8
Total	14452500	466750			632	25

*Refer Table 5 & Appendix V

**Table 1

During 2013-18 the total number of trained candidates was 3429 and the recruited SC candidates were 86. That means from **among all the trained candidates to Armed Forces during 2013-18, the number of SC candidates who got recruitment as reported by PRTC is 2.5 per cent (86 out of 3429). Among all the recruited candidates SC candidates constitute 8 per cent (86 out of 1071), from among the trained SC candidates, the percentage of recruited candidates is 4.1 (86 out of 2091).** Regarding the placement of SC candidates into Armed Forces, PRTC explained that the submitted list of recruited candidates contains only the names of those who reported back to PRTC about their selection. Considering the fact that candidates can appear for the test after the training too, the period of selection need not immediately follow the period of their training in PRTC. For instance, candidates who had undergone training in PRTC 3 years ago may get selected in the 4th year. Hence PRTC claimed that the actual number of candidates who have got selection must be much higher than the submitted list. They admit that at present they don't have any up-to-date data of recruited candidates. Frequent changes in the contact numbers is another hurdle in the collection of data and several trained candidates are

still awaiting results of various examinations conducted by PSC, UPSC etc.

The category-wise details of candidates of the Security Guard Training are shown in Table 9. It shows that 85 per cent of the candidates who have undergone Security Guard Training belong to SC and only 15 per cent of students from general category had joined for this training programme.

Table 9
Security Guard Training Candidates in PRTC during 2013-18

Sl No	Year	Total Trained	SC	Others
1	2013-2014	25	0	25
2	2014-2015	20	0	20
3	2015-2016	158	158	0
4	2016-2017	37	37	0
5	2017-2018	141	130	11
Total		381	325	56

Source: Data Received from PRTC

Table 10 shows the category-wise details of placement of trained Security Guards. While no SC candidates were trained during 2013-14 and 2014-15, during 2015-16 and 2016-17, only SC candidates were trained.

Table 10
Category wise Placement Details of
Security Guard Trained Candidates in PRTC during 2013-18

Sl No	Year	Placed		Not Placed		Awaiting	
		SC	Others	SC	Others	SC	Others
1	2013-2014	0	20	0	5	0	0
2	2014-2015	0	19	0	0		1
3	2015-2016	58	0	99	0	1	0
4	2016-2017	12	0	25	0	0	0
5	2017-2018	35	5	91	6	4	0
Total		105	44	215	11	5	1

Source: Data Received from PRTC

Out of 325 SC candidates trained during 2013-18, 105 candidates were placed, while from among 56 general candidates 44 got employment, which means. It shows that the placement ratio of SC candidates is 32 per cent whereas for general candidates it is 79 per cent. Hence it is inevitable to make special efforts to enhance the number of actual placement of SC security guard candidates.

Observations

- According to 13th Five Year Plan guidelines for LSG, only institutions controlled by government or government agencies are eligible for vocational training programmes.
- As per SCA to SCP norms, only training schemes that ensure income generation through employment or are part of a composite scheme resulting in income generation should be funded.
- As per the MoU between PRTC and LSGs, it is the responsibility of PRTC to ensure employment of the trained SC candidates.
- The placement percentage of trained SC candidates to Armed Forces is minimal (2.5 per cent).

CHAPTER 2

ALLEGATIONS AGAINST PRTC AND ITS TRAINING PROGRAMMES FOR SC

2.1 Introduction

Some candidates who have completed PRTC training programme for Security Guards have raised allegations against the functioning of PRTC and the usefulness of training programmes. The main allegations concern **the recognition of course, collection of fees for a ‘free’ training programme, conduct of classes, lack of placement after training, low salary as security guards, candidates being forced to cook food, charging full amount of fees even in the case of students who have discontinued studies** etc. The study team has conducted focus group discussions with trainees and trained students including complainants and examined the allegations in detail. The following observations and suggestions are made taking into account the allegations made by the students and the Terms of Reference of the study given by SCDD.

1. Validity of Security Guard Training Certificate

This is a major allegation raised by a number of candidates who completed Security Guard Training from PRTC. In the present situation, it is the duty of students who completed Security Guard training to search for a security guard job on their own. They have to look out for advertisements in newspapers for vacancies of security guards, and apply for the job. The students reported that when they appeared for the job interview, their employers did not take their certificate at its ‘promised value’, and in many cases, they were rejected on the ground that the certificate is ‘invalid’. Another allegation is that when they approach

employment exchange to register their name, the authorities of employment exchanges are not willing to add the Security Guard Training Certificate issued by PRTC as an additional qualification. Only if this is ensured, can they get an edge over other job seekers competing with them.

In 2005, Government approved PRTC as an accredited training centre to impart Pre-Recruitment Training to Armed Forces for candidates from BPL category³⁵ and in 2017 PRTC is also recognised as an approved training centre to impart pre-recruitment training to join Armed Forces and Security Guard services.³⁶**Since the above orders mention only about the training centre not about the validity of the certificate it creates confusion among the candidates.** Moreover the condition 27 in the MoU signed between PRTC and SCDD on 10.9.2014 as the part of Pre-Recruitment Training for Armed Forces clearly says that the certificate issued by the PRTC should be valid. From the point of view of the job-seeker, the accrediting of the Institution by the government without validating their Certificate is of no value or use, and will only benefit the institution and not the job seeker.

Here the question of validity of certificates being issued to two training programmes by PRTC needs to be examined separately. In the case of Pre-Recruitment Training for Armed Forces are concerned, the candidate must qualify the physical fitness test and written test conducted by the authorities of Armed Forces even though he/she holds a valid certificate from PRTC after the successful completion of the pre-recruitment training programme. That means a valid certificate regarding the completion of two months pre-recruitment training programme from PRTC or similar institutions is of no relevance in the actual recruitment process to Armed Forces. Hence the question of validity of the certificate of completion of Pre-Recruitment Training Programme for

Armed Forces cannot be addressed by PRTC or State Government. What can be ensured is the quality of training and its effectiveness, which need to be constantly monitored by professional agencies with due weightage to feedback from trainees.

In case of security guard training programme, PRTC issues certificates to the candidates who complete the training successfully. A model certificate is attached. (*Refer Appendix VIII*). In the Security Guard Training Certificate PRTC has included the vague part of G.O.(Rt).1764/08/LSGD dated 21.6.2008 which reads 'LSGD-Accreditation of Security Guard Training Programme by PRTC, Calicut-Orders issued.' Quoting this part in the certificate creates an impression of validity for the Security Guard Training Programme of PRTC, but in fact, the order is meant only to give permission to implement the Security Guard Training Programme of PRTC through local self-government institutions. In a letter on 6.6.09, the then Labour Minister of Kerala informed Justice V.R. Krishna Iyer, that the certificate given by PRTC can be included in the employment exchange registration records and necessary directions have been issued to the Employment Director in this matter. But the students opined that when they approach employment exchanges they are not ready to accept this certificate. The copy of the direction to Employment Director is not available in the records verified and PRTC has not produced the same.

Regarding the validity of the Security Guard Training Certificate confusions exist. Hence to avoid confusion and ensure validity to the Security Guard Training Certificate, as per the rules framed and certificate model given in Private Security Agencies (Regulation) Act, 2005, the Government need to issue a GO to validate the Certificate of PRTC for employment purposes. For the same, PRTC should follow up

with the relevant authorities for such orders, which should also be made available to candidates.

2. Collection of fees for a Government Sponsored Training Programme.

Another allegation against PRTC was that they collect full fees for Security Guard Training from some SC candidates who are actually eligible to get the sponsorship of local self-government institutions. One Smt. Saraswathi, Chammarat Tharammal (H), Pariyapuram (PO), Tanur, Malappuram, Roll No. 254/SGT/16 belongs to SC community was a candidate for Security Guard Training in 2016 paid Rs.25000/- as course fee (Receipt No. 1139 dated 30.3.16) along with Rs.1000/- as beneficiary contribution (Receipt No.3 dated 10.3.16). (*Refer Appendix IX*). As per PRTC records, though this candidate belongs to SC, she was admitted as open category. She was doubly eligible to get the subsidy amount of Rs.23,000 for her course fee since she belongs to SC and is also from a BPL family. It is important to note that in 2015-16 and 2016-17, Malappuram District Panchayat was implementing the same scheme through PRTC. PRTC has explained that they collected full amount of fees because this candidate was not included in the beneficiary list of grama panchayat concerned so admitted in the open category.

In the guidelines issued on 30.4.2009 regarding the selection of candidates for PRTC training programmes,³⁷ it was stated that the details of selected candidates should be prepared local body wise and reported to the next grama/ward sabha of the local bodies concerned for their approval. Hence if this candidate was not included in beneficiary list of local body concerned, it is not the fault of beneficiary candidate. This is an unhealthy practice and contrary to the aims and objectives of the programmes that are specially designed by the government for SC

development. Special attention of SCDD is needed to ensure prevention of such practice in future.

3. Placement in Armed and Para Military Forces

Placement is the most important attraction and outcome any vocational training programme of this kind. Considering the economic backwardness and high unemployment rate among SC youth, their aspiration to be placed in a secure and salaried employment has to be given prime importance and so, considered seriously.

Here, the placement after Pre-Recruitment Training to Armed Forces and Security Guard Training need to be viewed separately. As far as the Pre-Recruitment Training to Armed forces is concerned it is a fact that no placement can be guaranteed even though the candidate may have successfully completed his/her training in PRTC. There could be a number of reasons even for a trained candidate who attended pre-recruitment trainings failing to secure a job, like failing in the actual recruitment drive to Armed Forces, the discontinuation of physical training after pre-recruitment training is over, the unwillingness of candidate to join Armed Forces, getting placement in some other job, etc.

To join Armed Forces, one has to qualify in educational, physical and medical tests. The prescribed age, educational qualification, height and weight are shown in Table 1. The physical fitness test (PFT) to Armed Forces involves four tests such as 1.6 Km run in 5 Minutes 30 Seconds, 10 pull-ups, zig-zag balance test and jump over 9 feet ditch. The medical test includes good mental health, minimum 5 cm expansion of chest, normal hearing with each ear and good binocular vision in both eyes, sufficient number of natural healthy gum and teeth, no serious diseases etc. All these are the preconditions for an aspirant candidate to

qualify for joining the Armed Forces which have to be successfully proved during the actual recruitment drive. After the successful completion of physical and medical tests, written examination follows. Hence the placement in Armed Forces can be ensured only through the continuous effort of the eligible candidate to maintain his/her physical and mental strength through an uninterrupted practice from pre-recruitment training to real recruitment drive.

Hence, Pre-Recruitment Training Programme of PRTC cannot be seen or considered as a guarantee for recruitment. The effectiveness of the programme can only be assessed as to the quality of training, relevance of content, pedagogy and the feedback of the candidates who have completed training. As mentioned above in Table 8, only 30 SC candidates are reported by PRTC to have gained recruitment, which is only 1 per cent of the total trainees of PRTC during the period. The feedback of even these candidates could not be obtained as contact numbers are not available with PRTC. Obviously, taking into account the low success ratio, there is a need to revamp the content and delivery of the course in consultation with experts in the field.

In the case of two candidates, Shri Vipindas R and Ajith K A who were part of the 22nd March 2014 to May 2014 batch of Pre-Recruitment Training to Armed Forces informed the study team that they were rejected from the real recruitment rally due to lack of required height.³⁸ This reveals that even candidates who do not fulfil the minimum physical requirements are admitted to the course.

4. Placement as Security Guards

Compared to the placement in Armed Forces which is limited to the government sector and subject to passing of rigorous tests, the scope for placement as security guard is high due to high demand for the same

and the wide range of establishments in all sectors. The selection procedure is also not as rigorous. It is to be noted that the present allegations are raised mainly by the students who have undergone Security Guard Training in PRTC.

This allegation is seen reasonable on two grounds. First, Government has already given direction to all PSUs and Hospital Development Societies to recruit security guards trained from PRTC and secondly as per Para15, of the agreement signed between PRTC and local self-government institutions, (See the agreement signed with Malappuram District Panchayat on 18.12.2017)³⁹ it is the responsibility of PRTC to ensure placement to the successfully trained candidates. Moreover in the proposal submitted by PRTC, it is mentioned that it is a ***Job assured Security Guard Training to SC*** men and women in the age group of 18-45 years through PRTC, Calicut.⁴⁰ So the unemployed youth from SC communities with low education qualifications expect from this training programme assured and immediate placement in the private or public sector with a decent salary.

PRTC is arranging placement to many trained candidates as security guards, as shown in Table 10, but according to them dropout rates are high. Absenteeism from duties, non-joining when given placement, giving up for better job, feeling of job insecurity, adjustment problems with the employer, etc are reported to be rampant among the trained candidates. Even then the ratio of trained candidates and their placement is disproportionate as only 32% of the candidates got placement. On the one hand, the demand for trained security guards is increasing after enactment of Private Security Agency Regulation Act 2005, which insists on compulsory training to private security guards. Secondly, the government has taken the initiative at the behest of PRTC to issue notifications to give preference to PRTC-trained candidates.

Hence, the allegation on the lack of proper placement after getting Pre-Recruitment Training Programme of PRTC is found to be realistic and needs to be addressed urgently and seriously.

5. Low Wages in Security Guard Service

Allegations about low wages were raised by those employed as security guards; the salary received by the SC security guard while working temporarily was Rs.300-350/- only when the normal wage for other jobs was around Rs.600/-. Since private security guards are posted in and by private firms, the salary varies from firm to firm.⁴¹ The Government of Kerala has fixed the daily minimum wages payable to a security guard is Rs 725 with a maximum monthly contract pay of Rs 20,350.⁴² The service conditions and other employee benefits legally due to them are also not followed strictly and transparently; nor are the employees in a position to demand the same.

In these circumstances, this is a very justifiable demand from the trained security guards; like any other job-training programme, especially those sponsored by the government and run by a government-accredited institution like PRTC, the candidates naturally expect to get a decent pay, good service conditions and minimum job security. At the same time, since it is only a training centre, PRTC is not a competent authority to ensure the minimum wages to its trained candidates. Efforts should be taken to reach out to public sector undertakings and corporate houses for employment, so as to also ensure good pay and service conditions to the candidates. Either PRTC should assure a minimum pay or never make any false promises about employment. The salary received by the alumni should be an indicator for PRTC about what the job can offer and for the candidates as to what they can expect. Such advance information will avoid unnecessary confusion after the course is over.

PRTC should take the initiative to ensure minimum wages, and in cases where there is a default, such cases should be reported to SCDD, who along with Labour Department of Government of Kerala should initiate legal action and ensure that minimum wages is paid to those working as security guards.

Observations

- Regarding the validity of the certificate of Security Guard Training, confusions exist among the candidates. Hence this allegation of students is realistic.
- PRTC has collected full fees for Security Guard Training from some SC candidates who are actually eligible to get the sponsorship of local self-government institutions. This allegation is reasonable.
- Pre-Recruitment Training to Armed Forces of PRTC cannot be seen or considered as a guarantee for recruitment and even candidates who don't fulfil the minimum physical requirements are admitted to the course. This contention is convincing.
- Many placed SC security guards don't get wages as per minimum wages act. This allegation is true.

CHAPTER 3

EVALUATION OF THE USEFULNESS OF THE PRTC TRAINING PROGRAMMES FOR SC

3.1 Introduction

There are two major yard sticks to assess the usefulness of any vocational programmes specially designed for the empowerment of SC. Firstly, whether the income of beneficiary is enhanced after the implementation of the programme and secondly whether the scheme has followed prescribed procedural modalities in the implementation process. As per the data available, 2.5 per cent candidates belong to SC who completed Pre-Recruitment Training for Armed Forces during the period 2013-18 got placement in Armed forces. (*Refer Table 8*). In Security Guard Training Programme the placement percentage is 32 during the same period. (*Refer Table 10*). These outcomes indicate that both the schemes have some inherent weaknesses within the scheme. In case of Pre-Recruitment Training to Armed Forces, a short term course is inadequate to meet the target of enabling SC youth for recruitment in Armed Force which actually needs long term preparation and consistent physical, mental and academic home works. In case of Security Guard Training, the scheme ignored the back-end activities to ensure the placement of trained candidates. These inherent weaknesses of schemes lead to subsequent dissatisfaction and negative reactions among the SC beneficiaries from low income category.

But in the formulation and implementation of both training programmes, need-based approach based on the socio economic status of SC of each local self-government institutions, ensuring front-end and back-end activities and regular monitoring as instructed in the check-list of project evaluation are not properly followed.⁴³

3.2 Hindrances for Placement of SC candidates as Security Guards

Four major hindrances are observed by SC candidates to get appointment as security guards.

- the lack of effective mechanism to pass on timely information about the vacancies,
- the absence of any coordinating agency to guide the candidates to potential employers,
- in many cases, the jobs available are far away from the place of residence of the candidates; with the meager salary they are paid, it is not viable for many candidates to accept such posts. and
- lack of any mechanism to influence the government institutions/ public sector undertakings to give preference to candidates from PRTC to increase their chances for placement.

Though PRTC is bound to inform their candidates about the arising vacancies, it is not executed effectively and to the satisfaction of the trainees. It is observed that the students have to search for jobs by themselves after the training. Since most of the SC candidates are from poor family background, they are unable to get timely information about the emerging vacancies. In the absence of a centralised system of sharing information and recruitment, the SC candidates are unaware of the vacancies in the field.

On the other hand, most of the firms are interested to recruit security guards only through security agencies like KEXCON because security agencies ensure uninterrupted supply of security guards to the employer. In certain circumstances even the appointed guard may absent in his duty without any prior information due to unforeseen situations like accident, health issues, family problems etc which creates

unnecessary problems to the employer.⁴⁴ Recruitment through such agencies ensures professionalism and also prevents absenteeism. If there are any complaints, it is possible for such agencies to offer substitutes without any delay. Since most of the PRTC candidates approach the firm in person without any institutional support or through an accredited security agency, their chances to get selection is always less. The list of registered Private Security Agencies in Kerala is attached. (*Refer Appendix X*).

If the SC security guard is not placed near to his/residence it would become difficult for them to continue in that job because of the low wages offered by private firms. In the case of women security guards the geographical location of placement is a prime factor. If the income from private security service is reasonable then the proximity issue would not have been raised as an issue by the SC jobseeker.

Another hindrance is the absence of effective advocacy organisations or mentors who can extend institutional support to the SC job seekers. Since several vacancies of security guards are arising in PSUs and Hospital Development Committees, though it is ordered by government to give priority to PRTC candidates, it is not being enforced because of the lack of institutional support to and mentoring of trained SC candidates.

The PRTC authorities are making efforts to get placement for their candidates through campus interviews and negotiations with firms and many PRTC candidates are working in various Medical Colleges, Hospitals, KTDC, Malls etc. Even then the above mentioned hindrances need to be addressed and solved.

3.3 Private Security Agencies (Regulation) Act, 2005 and Rules

The private security industry is a crucial component of security and safety in modern administration. With the expanse of trade and commerce, need for private security has increased manifold. Growth of this industry is mainly due to workplace crimes, a rising fear of crime, and an increasing awareness about the effectiveness of private security measures. Also, these services are crucial from the point of view of employment generation and skilling the un-skilled. While “Public Order” and “Police” are State subjects, “internal security” is the responsibility of the Central Government. Therefore, in order to regulate the functioning of the private security agencies, Private Security Agencies (Regulation) Act, 2005 (PSARA) has been enacted by the Government of India. The Act came in force on 15.03.2006. (*Refer Appendix XI*)

The main objectives of the enactment this Act is to address concern about the manner of functioning of these agencies as many agencies were conducting their operations without due care for verifying the antecedents of the personnel employed as private security guards and supervisors. It regulates the issue of license to Private Security Agencies and no person shall carry on the business of private security agency unless he holds a license issued under this Act.

In exercise of the powers conferred in by Section 25 of this Act, Government of Kerala has framed rules accordingly.⁴⁵ (*Refer Appendix XII*). The rules contains the procedures of obtaining license to form a private security agency, security training, syllabus of training, model of identity cards etc. As far as the syllabus of Security Guard Training programme is concerned, it is already prescribed as per Rule 5 (2) which includes physical security, firefighting, crowd control etc.⁴⁶ The duration of training prescribed as per Rule 5(1) is a minimum of hundred hours of class room instruction and sixty hours of field training, spread over at

least twenty working days. As per Rule 3, every security guard is eligible to get a certificate in form IV of the Rule by the training institute. Not only that as per Section 13.1.(j) of the Central Act, the private security guard is eligible to get the coverage of many Acts such as The Payment of Wages Act, The Minimum Wages Act, The Equal Remuneration Act etc. Hence it is necessary to restructure the present security guard training programme in accordance with the PSARA Act 2015 and Kerala State Rules 2010.

3.4 Conclusion

Scheduled Castes are not merely the physical targets of development programmes but potential stakeholders in the nation building process. Considering the present status of low income level and backwardness of most of the SC families, it is imperative that the employability of SC youth in public and private sectors be enhanced and enriched, by boosting their aspiration levels. The rationale for providing pre-recruitment training to SC youth for employment in Armed Forces and as Security Guards through PRTC is to enhance their employability. Any programme of this kind is validated and justified by the outcome (the number of persons who got employment through such training) and feedback from the target group (the views and opinions of the trainees). Taking both these into account it is felt that there is a need to revamp the programme both in terms of delivery and administration. With regard to the training programmes offered at present by PRTC, in order to correct the inherent weaknesses of training schemes, create more transparency and to ensure employment to and employability of candidates, especially those who have undergone training for Security Guards, a scheme interval seems to be necessary.

Such a break in the present scheme of things also makes sense considering another development in the field: Government of India is planning to establish a separate regulatory agency for ‘vocational training’, to provide the much-needed boost to the country’s skilling efforts.⁴⁷ The main criticism against the present vocational training programmes is that though nearly 95 percent of all skilling-related spends of India are from public funds, a large chunk of these funds are being used by non-government entities who, as part of such programmes, impart skills to vulnerable sections of society. But studies and feedback show that the employment outcomes of these programmes are sub-optimal. In this context GOI is planning to introduce a ‘Vocational Training Act’ to provide legal framework for Skill India programme. Hence, before sponsoring SC students for Pre-Recruitment Training Programme and Security Guard Training Programme in the future, it is important to ensure that the re-structuring of these programs are in accordance with the suggestions listed below. These programmes should not be stand-alone schemes but part of a composite scheme that while providing training also ensures employment to unemployed SC youth.

The payment policy of National Skill Development Corporation is also relevant in this context. As per their policy, the training agency is entitled to get only part of course fee after the completion of the training programme. The final installment of payment to the training agency will be sanctioned only after proof of employment of the trained candidate is provided. This policy ensures the continued commitment of the training agency to seek avenues for placement of their candidate.

The issues related to PRTC training programmes need to be viewed in two angles, ie. issues of the trained students and issues to be solved before new admissions. Priority should be given to solve the unemployment issue of already trained candidates of Security Guard

training programme. A technology based policy intervention is necessary to ensure the usefulness of this vocational training programme. The major observations and suggestions framed in the light of primary and secondary data collected from SCDD, PRTC and students are given below:

3.5 OBSERVATIONS AND SUGGESTIONS

The major observations and suggestions are broadly divided into two: (1) the issues of already trained candidates and (2) for fresh students. The agencies to entrust and the tentative time period for accomplish the suggestions are also given.

3.5 A. FOR ALREADY TRAINED CANDIDATES

Unemployment is the biggest issue being faced by the already trained candidates especially who successfully completed Security Guard Training Programme.

1. Unemployment issue of Trained Security Guard Candidates

Observations

- Trained Security Guard Candidates are facing severe unemployment.
- Records of Trained Security Guards who wish to be employed as security guards are not available with SCDD or PRTC.
- Eligible Security Guard candidates are not well informed about the arising job vacancies.
- Possibilities of Information Communication Technologies are not fully utilised to streamline the training and placement promotion programmes.

Suggestions

- SCDD may take initiative to gather data of trained security guard candidates and make necessary arrangements to inform them of job opportunities.
- For this purpose SCDD may develop and manage a web portal in which all trained security guard candidates can register their name.
- In the same portal SCDD can advertise the arising job vacancies collated from various security agencies and PSUs. Interested candidates can apply online through the web portal. The portal may also provide updated information about upcoming job vacancies to the trained candidates on a continuous basis

Suggested Agency to be entrusted SCDD in collaboration
with IIKM/CDIT/NIC

Suggested Time Period 6 Months

2. Validation of Security Guard Training Certificate

Observations

- Confusions exist regarding the validity of Security Guard Training Certificate issued by PRTC.

Suggestions

- To ensure validity to the Security Guard Training Certificate, the rules framed under Private Security Agencies (Regulation) Act, 2005 may be followed, and a GO issued to validate the Certificate of PRTC for employment purposes.

Action to be initiated by SCDD in consultation with
LSGD/Labour Department/SCDD

Suggested Time Period 1 Months

3. Job prospects

Observations

- Almost all private and public institutions/firms/offices recruit security guards through registered security agencies.
- In the absence of a proper and registered security agency, the trained SC security guards from PRTC are not able to register their name for upcoming job opportunities.
- Lack of any mechanism to ensure preference in employment for PRTC-trained candidates for vacancies arising in government institutions/ public sector undertakings.
- The main condition in the MoU signed between PRTC and local self-government institutions is that PRTC should ensure placement to the trained Security Guards, which is not fulfilled.
- Many SC Security Guards are getting very low wages often below the prescribed minimum wages.

Suggestions

- Recognised/licensed security agencies are to be enlisted by SCDD so that trained SC security guards can register their name in the agency to get placement as security guard.
- SCDD may initiate discussions with officials of other Government Departments, Public Sector enterprises including Hospital Development Committees to implement the Circular No.18103/G2/09/ID dated 8.7.2009 of Industries Department and No.704/M3/2009/H7FWD dated 23.7.2009 of Health Department which permit PSUs and hospitals to recruit Security Guards from PRTC.
- All local self-government institutions and SCDD need to ensure that all conditions, especially conditions related to job

assurance and certification of the course are strictly followed by PRTC before sponsoring candidates in the next batch.

- Necessary action need to be taken to ensure wages as per Minimum Wages Act to the SC security guards as per G.O(P) No.112/2018 /Fin dated 21.7.2018, the daily wage rate of security guards (Category III) is fixed as Rs.725/- per day, w.e.f 1.7.2018.

Suggested Agency to be entrusted SCDD in consultation
with LSGD, Industries
Department, PRTC

Suggested Time Period 2 Months

3.5B. FOR FRESH STUDENTS

1. Scheme Formulation

Observations

- The formulation and approval of Pre Recruitment Trained Programme to Armed Forces and Security Guard Training Programme are not based on any need based assessment
- Both SCDD and various local self-government institutions are funding to PRTC in the same financial year which causes scheme duplication and creates confusion among candidates.
- 13th Five Year Plan guidelines for local self-governments insist that all vocational training programmes should be implemented through government agencies.

Suggestions

- SCDD may take initiative to gather data of aspiring candidates for these training programmes at the end of every year in advance through online web portal in order to assess the real need and allocation for the next financial year.
- It is better to entrust District Panchayats, Municipalities and Corporations only to formulate Pre-Recruitment Training Programme and Security Guard Training Programme using SCP so that all aspirant candidates from rural and urban areas are covered. Hence the power of Block Panchayats and Grama Panchayats to formulate these schemes may be withdrawn.
- On the basis of need assessment report prepared in advance at the end of every year, SCDD can assess the demand among SC youth for these training programmes and SCDD may accordingly inform the District Panchayats, Municipality or Corporation concerned to formulate schemes using SCP for these training programmes.
- If local self-government institutions are formulating PRTC training programmes, then SCDD need not formulate such schemes. This will avoid scheme duplication and implementation through multiple agencies.
- Though PRTC has obtained a government order to continue as training centre for government funded programmes, it is better that SCDD should search for alternate government institutions to impart such training programmes to abide by the 13th Five Year Plan guidelines.

Suggested Agency to be entrusted SCDD in consultation with LSGD

Suggested Time Period 4 Months

2. Funding pattern – Agencies

Observations

- Local self-government institutions are formulating PRTC Training programmes using general fund and SCP fund. (At present subsidy amount given by local self-government institutions to SC candidate is Rs.24000/- and general candidate belong to BPL/Priority category is Rs.23000/-)
- The number of PRTC training programmes formulated under general fund is less than that under SCP fund.
- In some cases, PRTC collects full fees for Security Guard Training from SC candidates who are actually eligible to get the sponsorship from local self-government institutions.
- Full amount of course fees is disbursed to PRTC after completing the training. This practice reduces the interest of the training agency to assure job opportunities to the candidates.

Suggestions

- PRTC should not admit SC candidates in open quota and collect full amount of fees from them. Admission of SC candidates should either be sponsored by SCDD or local self-government institutions only. That means one scheme through one agency.
- As far as payment is concerned it is suggested to follow the norms of National Skill Development Corporation that the last installment of 25% of the fee amount is disbursed to the training agency only after the candidate gets placement.
- Allocation and payment of fund to PRTC should be on the basis of registration and admission of students for training

programmes through the web portal developed for the trained and fresh candidates.

Suggested Agency to be entrusted SCDD, LSGD

Suggested Time Period 2 Months

3. Advertisement

Observations

- All the publicity work for the training programme for SC candidates is done at the expense of the government and not by PRTC.

Suggestions

- As long as PRTC maintains the monopoly of these training programmes, they should take the responsibility to advertise their training programmes rather than using government mechanism act as a recruiting agency for them. The Department/LSG can disseminate information about the same through official networks and press notifications.

Suggested Agency to be entrusted PRTC, LSGD,
SCDD

Suggested Time Period 2 Months

4. Admission

Observations

- In some cases, students without standard minimum height and are ineligible even to appear for the recruitment rally, are admitted to the Pre-Recruitment Training for Armed forces.
- The minimum physical and medical qualifications for security guards prescribed in the Kerala State Rules of Private Security Agencies (Regulation) Act are not strictly followed.

- Some SC candidates who completed Pre-Recruitment Training to Armed forces could not appear for real recruitment rally since their age was above the prescribed limit.
- Candidates selected for Security Guard Training having educational qualification above plus two have a tendency to search for better jobs with better salary and job security than to continue as security guards.

Suggestions

- It is necessary to ensure that only candidates with prescribed physical and medical standards are admitted for Pre-Recruitment Training Programme and Security Guard Training Programme. It should be mentioned in the advertisement itself and adhered to strictly.
- The minimum physical and medical for security guards prescribed in the Kerala State Rules of Private Security Agencies (Regulation) Act (Rule 6) should be followed in the security guard training programme by PRTC and it should be included in the advertisement too.
- It is better to select candidate for Pre-Recruitment Training to Armed Forces whose age is at least three years less than the upper age limit so that they can appear for minimum of two recruitment rallies.
- Security guard candidates who joined the course without prior knowledge about job/salary prospects is to be given proper counselling to look for jobs they really aspire for and are qualified for.
- Advertisement, Registration and Admission of SC candidates to PRTC should be through an online portal operated by SCDD.

- A committee with technical experts and SCDD officials may be set up to select the candidates.

Suggested Agency to be entrusted SCDD, LSGD

Suggested Time Period 2 Months

5. The course delivery

Observations

- The provisions regarding security training, syllabus and class hours in the Rules of Private Security Agencies Regulation Act 2010 are not strictly followed by PRTC.
- The duration of residential training programme for security guard by PRTC is two months.

Suggestions

- PRTC should follow the provisions regarding security training, syllabus and class hours in the Rules of Private Security Agencies Regulation Act in the Security Guard Training Programme.
- Since the Rule stipulates a minimum period of hundred hours of class room instructions and sixty hours of field training spread over at least twenty working days, existing duration of sixty days residential training programme for security guards may be reduced.
- SCDD can start the security guard training programme using the facilities of its own I.T.Is, PETCs etc so that eligible candidates all over the state need not to go to PRTC, Kozhikode.

Suggested Agency to be entrusted LSGD

Suggested Time Period 2 Months

6. Maintenance of Records

Observations

- Records of placement details of all SC candidates admitted to PRTC sponsored by various agencies are not easily available.

Suggestions

- All data related to admission and placement should be made available in an online web portal proposed in the earlier suggestion.

Suggested Agency to be entrusted LSGD

Suggested Time Period 2 Months

7. Examination

Observations

- No proper examination is conducted for some candidates before issuing certificate.

Suggestions

- It is suggested to conduct trial examinations for SC candidates of Pre-Recruitment Training to Armed Forces and Security Guard Training Programmes every week during the training period in order to assure the progress of student.
- Final examination may be conducted and evaluated in the presence of a panel of at least three external evaluators including SCDD authorities.

Suggested Agency to be entrusted SCDD,PRTC

Suggested Time Period 2 Months

8. Monitoring and Evaluation

Observations

- No effective and centralised monitoring and evaluation system is working which makes monitoring of training programme.
- A proper feedback system from students is not available

Suggestions

- In the suggested web enabled portal a module of Monitoring and Evaluation may also be included.
- A module of feedback system may also be included in the proposed web portal.

Suggested Agency to be entrusted SCDD

Suggested Time Period 2 Months

In the light of above findings and suggestions SCDD may announce a scheme implementation interval of at least one year for Pre-Recruitment Training Programme and Security Guard Training Programme for SC candidates and within the interval period of one year necessary corrective measures such as developing online portal for registration, monitoring and job information, certificate validity, empanelling of security agencies, re-structuring of security guard training programmes in accordance with Private Security Agencies Regulation Act, creation of data bank of trained candidates, re-drafting of present MoUs with strict conditions for placement guarantee, arrangements for MoUs with various PSUs and Hospital Management Committees for guaranteed placement etc be initiated in order to convert these training programmes as a full-fledged employment guarantee scheme.

-
- ¹Letter No.P3/19146/17 dt.27.4.18 of SCDD
- ²Handbook of the SCDD, Vol.I, p.335.
- ³Civil Station P.O, Calicut-673020, Tel: 0495-2373485, Fax:0495-2370485, Mob: 94474692820, Email:prtccalicut@yahoo.com, Website: www.prtckerala.org
- ⁴Brochure of PRTC, p.14-16.
- ⁵G.O (MS) 4053/05/LSGD dt.4.10.2005.
- ⁶G.O.(Rt) 1576/2006/LSGD dt.4.7.2006.
- ⁷G.O.(Rt) No.1764/08/LSGD dated 21.6.2008.
- ⁸G.O(MS) 4053/05/LSGD dt.4.10.2005.
- ⁹Circular No.485/D.A.1/2009/LSGD dated 30.4.2009.
- ¹⁰Circular No.30881/D.A.1/2011/LSGD dated 20.6.2011.
- ¹¹G.O. (MS)No.72/2017/LSGD dt. 29/03/2017 for rural LSGIs, and G.O. (MS) No.79/2017/LSGD dt.03/04/2017 for urban LSGIs.
- ¹²G.O(Ms)No.80/2017/LSGD dated 3.4.2017.
- ¹³Letter No. P6/171/17 dated 23.6.2017 of President, District Panchayat, Kozhikode.
- ¹⁴G.O.(Rt) 2691/2017/LSGD dated 3.8.2017.
- ¹⁵ G.O.(Rt) 2746/2017/LSGD dated 7.8.2017.
- ¹⁶.G.O.(Rt) 2917/2017/LSGD dated 24.8.2017.
- ¹⁷G.O. (MS)No.72/2017/LSGD dt. 29/03/2017.
- ¹⁸<http://joinindianarmy.nic.in/bravo/eligibility-criteria-for-recruitment-process.htm> accessed on 16.7.18
- ¹⁹Letter No. S/3386/13 dated 29.1.14 of District Development Officer of SCDD, Palakkad District.
- ²⁰G.O (Rt) No.445/2014/SCSTDD dated 4.3.2014.
- ²¹Letter No.1101/PRTC/Project/14 dated 1.2.14 of Administrator, PRTC.
- ²² Proposal in Letter No.1101/A/PRTC/14 dated 18.5.14 of Administrator, PRTC
- ²³Letter No.1101/A/Security/PRTC dated 12.6.17.
- ²⁴No.P3/10473-18 dated 2.6.18 of SC Directorate, Thiruvananthapuram.
- ²⁵MoU between PRTC and SCDD on 10.9.2014.
- ²⁶Para 1 of Order No. P3/13278/14 dated 8.8.2014 of Director, SCDD and Letter No.S/15433/14 dated 25.11.14 of District SCDO, Palakkad.
- ²⁷Lr.No.P3-13278/14 dt.7.11.2014 of Director, SCDD.
- ²⁸Handbook of the Scheduled Castes Development Department, Vol.I, P.395-396.
- ²⁹Circular No.485/D.A.1/2009/LSGD dated 30.4.2009.
- ³⁰ See Agreement signed between DDO, SCDD, Malappuram and PRTC on 18.12.2017 for Security Guard Training.

³¹PPT presentation by PRTC on 12.7.2018.

³² See Circular No.18103/06/ID dated 8.7.2009 and Circular No.36084/08/ID dated 9.2.2009.

³³Circular No.704/M3/2009/H&FWD dated 23.7.2009.

³⁴ As per Letter No.1101/A/PRTC/ 14 dated 18.5.14 of Administrator, PRTC, 30 SC candidates were recruited to Armed Forces. The recruitment data of SC candidates for the remaining years were not updated by PRTC. When it was brought to the notice of Finance Officer, SCDD, he instructed PRTC to submit updated data and on 1.11.18 PRTC emailed the list of 86 SC candidates who got placement in various armed forces. Since the batch number and placement date of candidates are not available in the list, it is assumed that these 84 candidates are placed during 2013-18.

³⁵ G.O (Rt)No.4053/05/LSGD dated 4.10.2005.

³⁶ G.O (Rt) No.2691/2017/LSGD dated 3.8.2017.

³⁷ Circular No.485/DA1/2009/LSGD dated 30.4.2009.

³⁸Telephonic Interview with ShriVipindas R and Ajith K A.

³⁹ See Agreement signed between DDO, SCDD, Malappuram and PRTC on 18.12.2017 for Security Guard Training.

⁴⁰Letter No.1101/A/Security/PRTC dated 12.6.17.

⁴¹Two women candidates, Smt. Animol and Smt.Sanusha who completed Security Guard Training are now working as Security Guards in a wage of Rs.8000/- and Rs.12000/- per month respectively.

⁴² GO (P) 112/2018/Fin dated 21-07-2018.

⁴³Checklist of Project Evaluation, People's Plan, 11th Five Year Plan, KILA, p.18.

⁴⁴At present 391 Private Security Agencies are working in Kerala.

⁴⁵Notification G.O (Ms) 134/2010/Home dated 18.6.2010.

⁴⁶Notification G.O (Ms) 134/2010/Home dated 18.6.2010.

⁴⁷The Business line, 20.7.2018.

APPENDIX I

‘ഭരണഭാഷ മാതൃഭാഷ’
പട്ടികജാതി വികസന വകുപ്പ് ഡയറക്ടറുടെ കാര്യാലയം
താഴെക്കാളി ഭവൻ, കനകനഗർ, വെള്ളയമ്പലം, കവടിയാർ (പി.ഒ), തിരുവനന്തപുരം - 03.
ഫോൺ: 0471 2737235, ഇ-മെയിൽ: scddplanning@gmail.com

P3-19146/17

തീയതി: 27-04-2018

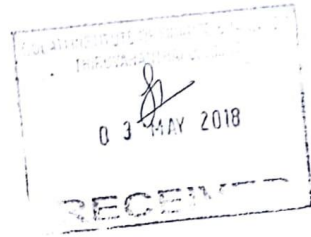
put up file
and submit.

ഡയറക്ടർ

N-326

രജിസ്ട്രാർ

ഗുലാത്തി ഇൻസ്റ്റിറ്റ്യൂട്ട് ഓഫ് ഫിനാൻസ് & ഓക്സൈഡൻ
ഗിഫ്റ്റ് കോംപ്ലക്സ്, ചാവടി മുക്ക്
ശ്രീകാര്യം, പി.ഒ, തിരുവനന്തപുരം



സർ,

വിഷയം: പട്ടികജാതി വികസനം- മലപ്പുറം ജില്ലയിൽ PRTC മുഖേന നടത്തിയ സെക്യൂരിറ്റി ഗാർഡ് ട്രെയിനിംഗ്- പരാതി- സംബന്ധിച്ച്

സൂചന: 20/3/2018-ലെ 2254365/A1/2018/പജപവവിവ നം. സർക്കാർ കത്ത്

മലപ്പുറം ജില്ലയിൽ ജില്ലാപഞ്ചായത്തിന്റെ കീഴിൽ PRTC മുഖേന നടത്തിയ സെക്യൂരിറ്റി ഗാർഡ് ട്രെയിനിംഗുമായി ബന്ധപ്പെട്ട് സർക്കാരിലേയ്ക്ക് നിരവധി പരാതികൾ ലഭിച്ച സാഹചര്യത്തിൽ ടി സ്ഥാപനത്തെപ്പറ്റിയും ഇവിടെ ട്രെയിനിംഗ് നടത്തിയ വിദ്യാർത്ഥികളെ നേരിൽ കണ്ടും ഇവരുടെ പരാതി സംബന്ധിച്ച വിശദമായ വിവരങ്ങൾ റിപ്പോർട്ട് ചെയ്യുന്നതിന് മുന്നാമെന്താരു ഏജൻസി മുഖേന നടപടി സ്വീകരിക്കാൻ സൂചന പ്രകാരം ആവശ്യപ്പെട്ടിട്ടുണ്ട്. മേൽ സാഹചര്യത്തിൽ ജില്ലാ പഞ്ചായത്ത് മുഖേന നടപ്പിലാക്കിയ മേൽ ട്രെയിനിംഗിനെ സംബന്ധിച്ചും പട്ടികജാതി വികസന വകുപ്പ് PRTC യുമായി ബന്ധപ്പെട്ട് നേരിട്ട് നടത്തിയിട്ടുള്ള സെക്യൂരിറ്റി ഗാർഡ് ട്രെയിനിംഗ്, സൈനിക പരിശീലനം എന്നിവയെ സംബന്ധിച്ചും വിശദമായ റിപ്പോർട്ട് ലഭ്യമാക്കുന്നതിന് താങ്കളുടെ സ്ഥാപനത്തെ ചുമതലപ്പെടുത്തുന്നു. ടി സ്ഥാപനം നടത്തുന്ന ട്രെയിനിംഗിന്റെ പ്രയോജനം, പട്ടികജാതി വിദ്യാർത്ഥികൾക്ക് നടത്തുന്ന ട്രെയിനിംഗിന്റെ വിശദാംശങ്ങൾ (കഴിഞ്ഞ 5 വർഷത്തെ) എന്നിവ 3 മാസത്തിനകം ലഭ്യമാക്കാൻ താൽപര്യപ്പെടുന്നു. സർക്കാർ കത്തിന്റെ പകർപ്പും പരാതിയുടെ പകർപ്പും ഇതോടൊപ്പം ഉള്ളടക്കം ചെയ്യുന്നു.

വിശ്വസ്തതയോടെ

ഡയറക്ടർക്കുവേണ്ടി

ചീഫ് പ്ലാനിംഗ് ഓഫീസർ (I/c)



GOVERNMENT OF KERALA

07079

P₂ 10
22/3/18

No.2254365/A1/2018/SCSTDD.

SC/ST Development (A) Department,
Thiruvananthapuram, Dated: 20/03/2018

From

The Principal Secretary to Government

To

✓ The Director, (IN NAME COVER)
Scheduled Castes Development Department
Thiruvananthapuram.

The Director,
Scheduled Tribe Development Department
Thiruvananthapuram.

The Panchayath Director,
Thiruvananthapuram.

Sir,

Sub:- SCSTDD – PRTC – Allegation - reg.

Ref:- Mass petition received in Government from the trainees of PRTC,
Kozhikode.

In forwarding a copy of the petition referred I am to request you to conduct a study with a third party agency to assess the usefulness of PRTC Training. Data of training programme given to Scheduled Caste and Scheduled Tribe youth by PRTC in the last 5 years should be included in the study. The study should be based on survey, contacting the trainees/trained candidates over telephone and conducting personal visits and the study should be completed in 3 months.

Yours faithfully,
Beenarani.G.S.

Under Secretary,
For Principal Secretary to Government.

Approved for issue,

Section Officer.

A

2254365

പ്രകാശിതൻ

മൈലജ
പെരിയേഴ്സപ
ഇനസ
രവപ്രസ

— f



സീക്രട്ടറിയ്ക്ക്

പ്രിൻസിപ്പൽ സെക്രട്ടറി
എസ്.സി, എസ്.ടി, ഡി.ഡി
ഗവൺമെന്റ് സെക്രട്ടറിയേറ്റ്
തിരുവനന്തപുരം

സർ,

മലപ്പുറം ജില്ലയിൽ പ്രീ റിക്രൂട്ട്മെന്റ് ട്രൈനിംഗ് കോഴ്സിലൂടെ സെക്യൂരിറ്റി ഗാർഡായി ട്രൈനിംഗ് പൂർത്തിയാക്കി നൂറിൽ പരം വിദ്യാർത്ഥിബലൂടെ പ്രശ്നങ്ങൾ മുൻനിർത്തിയാണ് ഈ ഹരജി തയ്യാറാക്കുന്നത്. 1997 മുതൽ കേരളത്തിൽ പട്ടികജാതി / പട്ടികവർഗ്ഗ വിദ്യാർത്ഥികൾക്കായി സൗജന്യമായി ജില്ലാ പഞ്ചായത്തിന് കീഴിൽ കോഴിക്കോട് എരഞ്ഞിപ്പാലത്ത് പ്രവർത്തിക്കുന്ന പ്രീ റിക്രൂട്ട്മെന്റ് ട്രൈനിംഗ് ഇൻസ്റ്റിറ്റ്യൂട്ട് സെക്യൂരിറ്റി ഗാർഡായി രണ്ട് മാസത്തെ കോഴ്സ് പരിശീലിപ്പിക്കുന്ന ഇത്തരത്തിൽ പരിശീലിപ്പിക്കുന്നതിന് മലപ്പുറം ജില്ലാ പഞ്ചായത്തിൽ അപേക്ഷ നൽകി അപേക്ഷയുടെ അടിസ്ഥാനത്തിലാണ് വിദ്യാർത്ഥികളെ തിരഞ്ഞെടുക്കുന്നത് ആയതിനാൽ ഇൻസ്റ്റിറ്റ്യൂട്ട് സർട്ടിഫിക്കറ്റ് അനുവദിച്ചും തരുന്നെങ്കിൽ ഒരോ ബാച്ചിലും 100 വിദ്യാർത്ഥികൾ അടങ്ങുന്ന ബാച്ചാണ് ആയതിനാൽ ജില്ലാ പഞ്ചായത്ത് മേപ്പടി ട്രൈനിംഗ് ഇൻസ്റ്റിറ്റ്യൂട്ടിന് നൽകുന്നത് ഒരു വിദ്യാർത്ഥിക്ക് 24,000/- രൂപ എന്ന നിരക്കാണ് പ്രീ റിക്രൂട്ട്മെന്റ് ട്രൈനിംഗ് കൊണ്ട് നാളിതുവരെ ഒരു പട്ടികജാതിക്കാരനും ജോലി ലഭിച്ചിട്ടില്ല. ഞങ്ങളുടെ ബാച്ചിൽ മാത്രം 100 പേർ ഈ കോഴ്സ് ചെയ്തവരാണ് ഈ ഇനത്തിൽ 25,00,000/- (ഇരുപത്തി അഞ്ച് ലക്ഷം) രൂപ ഒരു ബാച്ചിൽ മാത്രം പി.ആർ.ടി.സി തട്ടിയെടുക്കുന്നുണ്ട് രണ്ടോ മൂന്നോ മാസം താൽക്കാലിക അടിസ്ഥാനത്തിൽ 10 ൽ കുറവ് ആളുകൾക്ക് ജോലി ലഭിച്ചതൊഴിച്ചാൽ ഞങ്ങൾ മൊത്തം തൊഴിൽ ഇല്ലാത്തവരാണ്. 1997 മുതൽ ഈ സ്ഥാപനം നിലവിൽ വന്നു. പരിശീലനം പൂർത്തിയാക്കിയ വിദ്യാർത്ഥികൾക്ക് സ്ഥിരമായോ താൽക്കാലികമായോ സർക്കാർ അർദ്ധ സർക്കാർ സ്ഥാപനങ്ങളിലോ ജോലി ലഭിച്ചിട്ടില്ല.

(തുടർച്ച 2)

ഞങ്ങളുടെ പ്രധാന പരാതികൾ

1. ഈ പി.ആർ.ടി.സി കോഴ്സ് ചെയ്തു എന്നതിന്റെ പേരിൽ സ്ഥിരം ജോലി ആർക്കും തന്നെ ലഭിച്ചിട്ടില്ല.
2. താൽക്കാലിക നിയമനം ലഭിച്ചവർക്ക് തന്നെ ഏറിയാൽ രണ്ടോ നാലോ മാസമാണ് ജോലി ലഭിച്ചത് അതും പത്തിൽ താഴെ ആൾക്കാർക്ക് മാത്രം.
3. താൽക്കാലിക സെക്യൂരിറ്റി ജോലി ചെയ്യുമ്പോൾ മറ്റ് സെക്യൂരിറ്റി ജീവനക്കാർക്ക് 600/- രൂപ നിരക്കിൽ നൽകുമ്പോൾ ഞങ്ങൾക്ക് 300/350 രൂപയാണ് നൽകിയത്.
4. ഗവൺമെന്റ് അംഗീകൃത കോഴ്സ് എന്ന പരസ്യം നൽകിയെങ്കിലും എംപ്ലോയ്മെന്റ് എക്സ്പ്രെസ്സിൽ ഈ സർട്ടിഫിക്കറ്റ് കാണിച്ചപ്പോൾ യാതൊരു അംഗീകാരവും ഇല്ല എന്നാണ് അറിയാൻ കഴിഞ്ഞത്.
5. ജോലി ലഭിക്കും എന്ന പരസ്യം കണ്ട് നിലവിലെ ജോലി കളഞ്ഞാണ് ഞങ്ങൾ പോയത്. ആ ജോലിയുമില്ല വാഗ്ദാനം ചെയ്ത ജോലിയും ഇല്ല എന്ന അവസ്ഥയായി.

കോഴ്സിനെക്കുറിച്ചുള്ള മറ്റ് പരാതികൾ

1. യൂണിഫോമിനായ് 1000/- രൂപ വീതം ഞങ്ങളിൽ നിന്നും കൈപ്പറ്റിയിട്ടുണ്ട്. പില ബാച്ചുകൾക്ക് മാത്രമാണ്. ജില്ലാ പഞ്ചായത്തിൽ നിന്നും വകയിരുത്തിയ ഫീസിൽ നിന്നും സൗജന്യമായി യൂണിഫോം നൽകിയത്.
2. കോഴ്സ് തുടങ്ങി രണ്ട് ദിവസം, ഒരാഴ്ച മാത്രം കോഴ്സിനു വന്നു പിരിഞ്ഞ് പോയ ആളുകൾക്ക് കോഴ്സ് ചെയ്ത് എന്ന് വ്യാജരേഖ ചമച്ച് ഗവൺമെന്റിൽ നിന്നും പണം കൈപ്പറ്റി.
3. പി.ആർ.ടി.സി പരിശീലന സമയത്ത് നവാസ്ജാന്റെ വീട്ടിൽ വെച്ച് പരിശീലനത്തിന് വന്ന മൊത്തം കുട്ടികൾക്ക് ഉള്ള ഭക്ഷണം ഉണ്ടാക്കി നൽകി കൊണ്ടും വന്നത് പട്ടികജാതിക്കാരനായ വിദ്യാർത്ഥികളുടെ ചുമതലയായിരുന്നു.
4. പി.ആർ.ടി.സി കോഴ്സ് എന്ന് പേരിട്ട് വിളിച്ചെങ്കിലും പ്രത്യേകമായി ക്ലാസോ പരിശീലനമോ ഉണ്ടായിരുന്നില്ല. മേൽ വസ്തുതകൾ സമഗ്രമായി പരിശോധിച്ച് പി.ആർ.ടി.സി എന്ന സ്ഥാപനത്തിൽ എസ്.സി/എസ്.ടി ൽ നിന്നും തദ്ദേശ സ്ഥാപനങ്ങൾ വഴിയും പണം നൽകുന്നത് നിർത്തലാക്കണമെന്നും ഈ കോഴ്സിന് അംഗീകാരമുണ്ടെന്ന് വ്യാജപ്രചരണം നടത്തുന്നതും നിർത്തലാക്കി പി.ആർ.ടി.സി കൈതിരെ നടപടി എടുക്കണമെന്ന് അപേക്ഷിക്കുന്നു.

എന്ന് കൈലജ.

APPENDIX II

o l

SYLLABUS OF TWO MONTHS PRE-RECRUITMENT TRAINING PROGRAMME

PHYSICAL FITNESS TRAINING

Physical efficiency test for various recruitment tests such as Armed Forces, Para-Military Forces, Railway Protection Forces and State Police Force under PSC has separate physical standards for each event. Candidates are required to be trained as per the type of physical efficiency examination.

a. Warming up and Endurance

- i) Jogging
- ii) Running (to meet the requirement of the required Forces.)
- iii) Recovery

b. Strength Endurance

- i) Lateral
- ii) Dorsal
- iii) Skipping
- iv) Jumping
- v) Push-ups
- vi) Sprint
- vii) Sit ups
- viii) Heaving
- ix) Rope climbing
- x) Lifting and carrying
- xi) Pulling and Pushing
- xii) Competitive Game

c. Cooling Down

- i. Astride Jump
- ii. Slow Jogging
- iii. Jog in a circle and do exercises

d. Miscellaneous

- i. 100 Mtr race - 16 seconds
- ii. High Jump
- iii. Long Jump
- iv. Putting the Shot
- v. Pull ups
- vi. Push ups
- vii. Rope climbing
- viii. 1600 mtr race

- e. Drill (without arms) , Saluting and Parade

B. ACADEMIC SUBJECTS

a. ENGLISH

- i. **Writing:-** Includes expression of ideas in clear and grammatically correct English using appropriate punctuation and cohesion devices and comprehension.
- ii. Writing formal and Informal letters, News paper reports.
- iii. **Grammar:-** Parts of speech Noun and pronoun, Adjectives, Prepositions, Conjunction, Verbs, Tenses
- iv. **Sentence Structure:-** Types of Sentences, Use of Phrases, Direct and Indirect Speech, Active and Passive Voice, Simple, Compound and Complex sentences
- v. **Other areas:-** Idioms and Phrases, Synonyms and Antonyms, One word substitution, Translation from Hindi to English.
- vi. Spoken English
- vii. Degrees of Comparison
- viii. Articles
- ix. Figures of speech
- x. Beautiful quotation
- xi. Rare and apt proverbs
- xii. Words and Phrases
- xiii. Idioms and Phrases
- xiv. Correction of sentences

b. GENERAL KNOWLEDGE

- i. **Facts about India:** - Includes Indian states and Union Territories, Constitution of India, President of India, Prime Minister of India, Communities and Principal Languages, Indian Armed Forces, Indian Towns, Institutions and Research stations, Festivals and dance forms, Indian News Agencies and dailies etc, Major ports in India
- ii. **Abbreviations:** - National and International
- iii. **Currencies**
- iv. **International Airport**
- v. **Steel Plants**
- vi. **Sanctuaries Located in India**
- vii. **Books and authors**
- viii. **Sports:** - National and International
- ix. **Awards and Prizes:** - National Awards and Gallantry Awards.

- x. **History:** - Important dates and battles in Indian and World history and Landmarks of Indian History, National Movements.
- xi. **Geography:** - (Includes in India and the world) Solar Systems, The Earth, Principal peaks, deserts, rivers, lakes, famous waterfalls, Geographical tallest, Biggest, smallest, largest etc. Towns Located at the bank of rivers.
- xii. **Terminology:** - Facts about World, Inventions and Discoveries, Inter National organizations including United Nations Organization, SARC Members, UNO permanent members, National and Inter National Days, Space Exploration, Books and Authors, Who's who and Current Affairs. Capital Towns of Countries.

C. SCIENCE

General Science: - Units and Measurements, Inventions and Discoveries, Terminologies, Scientific instruments, Study of Environment, Hygiene and Sanitation etc.

PHYSICS

Topics Related to Physics: - Motion, Force, Gravitation, Light, Heat, Sound, Resistance, Electricity, Magnetism, Wave motion, Work, Power, Energy, Sun as a source of energy, Fuels.

1. **VIBRATIONS, WAVE MOTIONS AND THE TIME PERIOD** :- Frequency – Relation between T and n- Amplitude – wave motion.
2. **MOTION** :- Newton's law of motion (First, Second and Third) – momentum – Gravitational force – Value of 'g'
3. **WORK, POWER AND ENERGY** :- Kinetic Energy and Potential Energy – Simple Machines and Lever.
4. **HEAT AND INTERNAL ENERGY** :- Unit of Heat, Relation between calorie and joule – Kinds of Transmission of Heat – Conduction, Convection and Radiation – Temperature – Conversion of Thermometric Scales (Relation between Centigrade, Fahrenheit and Kelvin) – Internal Energy
5. **SOUND** :- Speed of sound in different media – Audible range of sound – Ultrasonic and Infrasonic waves – Echo

5. SOLU
Format
Coll-

6. **LIGHT** :- Properties of light – Reflection, Laws of Reflection. Refraction
Laws of Refraction, Diffraction and Dispersion through a prism – Spherical
Mirrors – Nature of Image – Magnification and Uses. Refraction of light
lenses – Convex lens – Concave lens – Focal length – Magnification – Power of
lens – Uses of lens – Human Eye – Myopia and Hyper metropia – Shadow –
Eclipses

7. **ELECTRICITY** :-

Colomb's Law

Matter – Physical measurements, Scalar and vectors

Magnetism :-

Wave motion:- Longitudinal and Transverse

Nuclear Energy :- Fission and Fusion, controlled and uncontrolled reaction

Electric Current – Potential Difference Electrical Resistance – Electromotive
Force – Electric Energy and Power – Effect of Electric Current.

8. **UPTHRUST IN FLUIDS** :- Upthrust - Principle of Archimedes – Floatation

CHEMISTRY:-

Topics related to Chemistry: - Atomic structure, Elements, Compounds,
Mixtures, Classification of elements, Chemical bond, Preparation and properties
of Hydrogen, Oxygen, Nitrogen and carbon dioxide Acids, base and salts,
Oxidation and Reduction, Carbon and its Compounds, Electrolysis, Air and
water, Chemical names, equations, scientists.

1. **STRUCTURE OF ATOM** :- Discovery of Electron, Proton and Neutron – Atomic
Number – Mass Number – Atomic weight, Isotopes, Isobars.

2. **CHEMICAL BOND** :- Valency – Electro negativity, Electro positivity – Electro
valent bond or Ionic bond – Covalent bond

3. **PERIODIC TABLE** :- Long form of Modern Periodic Table – Arrangement of
Elements according to their increased atomic number – Periodic law – Groups
and periods.

4. **METALLURGY** :- Physical and Chemical properties – Minerals and Ores –
Extraction methods – Metallurgy of Iron – Common Alloys, their Composition
and Uses – Corrosion.

5. **SOLUTIONS** :- Solutions , Solute and Solvent – Insoluble and Soluble matter – Formation of Solutions – Difference between Solutions , Suspension and Colloids – Uses of Solvents.

6. **CARBON AND ITS COMPOUNDS** :- Occurrence of Carbon – Allotropes of Carbon – Carbon dioxide – Preparation and Properties of CO_2 – Uses of CO_2 – Fuel Gases – Important Fuel Gases and their Composition.

7. **ACIDS, BASES, SALTS AND OXIDES** :- General Properties of Acid and Bases – Classification of organic acids – Uses of acids and bases – Salts – Types of Salts.

Oxidation, Reduction and Redox Reactions Chemistry in Agriculture – Chemical fertilizers

Common Name, Chemical Name, Chemical formula

Hydro Carbon – Alkane , Alkene, Alkyne

Different process

Boyles Law, Charles Law, Gas Law

Shell and Subshell

Topics related Biology: - Classification of Plants and animals, structure of cell, Tissues, Organs and Organ systems. Uniqueness of Human body. Diseases and causative organisms. Habitat and Organisms Adaptation, Food and nutrition: Balanced Diet – Essential Constituents, vitamin and deficiency diseases, Communicable diseases, Plant kingdom, scientific Names, Medical terms, scientific terms , scientific and research Institutes in India.

C. MATHEMATICS:-

1. **SERIES** :- To find the missing numbers in the series, To find odd/ strange / unfit / number in the series

2. **LCM & HCF** :- LCM & HCF of fractions, Problems based on LCM & HCF

3. **DECIMALS** :- 'addition & subtraction of decimal numbers, Multiplication of decimal numbers, Division of decimal numbers.

4. **FRACTION** :- Introduction – Definition and Type of Fractions, Addition & subtraction of fractions with same denominators, Addition & subtraction of fractions with different denominators , Multiplication of fractions and division of fraction, To find the largest or smallest of the given fractions.

5. **AVERAGE** :- Introduction and formula for finding average of a group of numbers & combined average of two or more groups, To find the absent number, To find the average of the remaining numbers when the average of a group of number and the average of some of them are given to
6. **SQUARES & SQREROOTS** :- Introduction , square of natural numbers, fractions and decimals(simplest numbers), Square root of perfect and imperfect square by division method , Problems based on the application of square roots.
7. **PERCENTAGE** :- Introduction - Meaning of percentage, change of percentage into fraction and decimal and change of fractions into percentage, To find some percentage of a number (quantity) and what percentage of a number in other, Problems about the application of percentage.
8. **BODMAS** :- Introduction – Explain BODMAS , Problems about the application of BODMAS
9. **INDICES** :- Introduction – Meaning of Indices, Important (law) of indices, Problems about the application of law of indices logarithms
10. **IDENTITIES** :- Important identities (formulae), Problems based on identities, Problems based on the factorisation of identities.
11. **TIME & DISTANCE** :- Introduction, Formulae for speed , Time and Distance, Problems to find speed, Time or Distance
12. **TIME & WORK** :- Introduction – Explain the relation between Time & work , Problems based on Time and Work
13. **PROFIT & LOSS** :- Introduction – Define C.P, S.P, Profit(gain) and Loss
Formulae for a) Profit & Loss
 b) Profit % & Loss %
 c) S.P or C.P in terms of Profit % & Loss %
Problems to find Profit , Loss, Profit % , Loss%, S.P and C.P
14. **RATIO & PROPORTION** :- Introduction – Definition of Ratio & Proportion, To find the compound ratio when two or more ratio are given, Write ratio between two numbers (quantities) change the ratio into the simplest form, Divide the given number in to a particular ratio, To find the 4th number when the after these numbers are given in the proportion
15. **UNITARY METHOD** :- Introduction – Description of Unitary method, problems using unitary method.

16. **SIMPLE INTEREST & COMPOUND INTEREST** :- Introduction – Definition of S.I and C.I, Explanation of the terms principal, Rate of Interest, period (time), amount etc, problems to find S.I, C.I, Principal Rate of interest, Period, Amount etc

17. **AREA & VOLUME OF GEOMETRICAL FIGURES** :- Area of square, rectangle, triangle and circle. Area & Volume of Cylinder, Cube, Sphere, Hemisphere & Cone

18. **TRIGONOMETRY** :- Trigonometric ratios of an angle, A of a right angle triangle . Simple applications of trigonometric ratios for solving problems of different types. Simple identities based up on the above.

19. **HEIGHT & DISTANCES** :- Solution of simple problems of height and distance using trigonometrical tables and logarithmic tables.

20. **GEOMETRY** :-

(a) **LINES & ANGLES** :- Different characteristics of lines and angles, Parallel and perpendicular lines, intersecting lines, some of angles and triangles, interior and exterior angles.

(b) **TRIANGLES** :- Properties, equality, congruency and similarity with respect to sides and angles

(c) **PARALLELOGRAM** :-Types and Properties

(d) **CIRCLES** :- Properties, are chords, tangents, secants and angles subtended by area

21. **STATISTICS** :- Histograms with given intervals, classification of data, frequency, frequency polygons, ogives, mean, median, and mode of grouped and ungrouped data, problems related to statistical techniques.

21. **PROGRESSIONS** :- Arithmetic and Geometric

22. **EQUATION OF STRAIGHT LINES** :-

23. **CONIC SECTIONS** :- Parabola and Ellipse

24. **COMPLEX NUMBERS**

25. Number System

- a. Natural Number System
- b. Whole Number System

- c. Integers
- d. Rational Number System
- e. Real Number System
- f. Even Number System

26. Cube and Cube roots

27. Equations

- a. Linear equation in one variable
- b. Linear equation in two variables
- c. Quadratic equation

28. Ratio and Proportion

29. Profit and Loss

$$\text{Profit} = \text{SP} - \text{CP}$$

$$\text{Loss} = \text{CP} - \text{SP}$$

D. COMPUTER AWARENESS:

- i. Computer System: Characteristics, Basic applications and Components.
- ii. Concept of Memory: Primary and Secondary, RAM and ROM, Units of Memory Byte.
- iii. Input/ Output Devices: Booting Procedures and Storage devices
- iv. MS Windows: Basic concept of an operating system and its functions. Instruction to windows.
- v. MS Word, MS Power Point, MS Excel
- vi. Input/Out put Devices : Booting procedures and storage Devices
- vii. Hardware and Software
Software : 1. Application software : eg: MS office
2. System Software eg: operating system – Windows, Linux
- viii. Primary and Secondary Memories
Unit of memory byte
ROM, RAM, PROM, EPROM, EEPROM
- ix. CPU, ALU, Memory unit
- x. Generation of computer
- xi. Network
 - a. LAN – Local Area Network
 - b. MAN – Metropolitan Area Network
 - c. WAN – Wide Area Network
 - Internet
 - Web Browsers
 - Search Engines

- URL, DNS, DBMS, RDBMS, SQL, HTML
- Modem
- xii. Protocol
 - a. TCP / IP
 - b. FTP
 - c. HTTP
- xiii. Language Processors
 - a. Assembler
 - b. Compiler
 - c. Interpreter
- xiv. www
- xv. Number System
 - a. Decimal Number System
 - b. Binary Number System
 - c. Octal Number System
 - d. Hexa Decimal System
- xvi. Conversion

E. PERSONALITY DEVELOPMENT AND INTERVIEW TECHNIQUES:

- i. Personality: Meaning, Definition, Characteristics
- ii. Behavior: Manners, Body Language, Gestures of Features
- iii. Communication: Process of Communication, features, types, ways of effective Communication.
- iv. Self Confidence: Ways of Building Confidence, Overcoming hindrances to confidence, Positive Expectancy.
- v. Motivation: Basics, Factors, Types
- vi. Goal setting : Problem – solving – Tactics and Techniques
- vii. Success: Formula for success, Way to achieve success
- viii. Interview Techniques: Mock Interviews and Group discussions.

F. FIRST AID AND TRAUMA CARE

Hygiene and Sanitation – Personal Hygiene and environmental hygiene

- i. Positive health
- ii. Care of person with trauma, bleeding, Snake bite, Poisoning
- iii. Care of unconscious
- iv. Transportation of casualty
- v. Disaster Management

G. GENERAL INTELLIGENCE: (Mental Ability Tests)

- i. Reasoning Ability
- ii. Classification - Synonym - Antonym
- iii. Series Completion - Letter and number series

- iv. Coding and Decoding - Calculation
- v. Family/ Blood relation tests
- vi. Alphabet Tests
- vii. Logical Word Sequence
- viii. Odd man out
- ix. Analogy - Word, Alphabet, Number
- x. Date and Calendar
- xi. Sense of direction
- xii. Clerical ability

Appendix III

Appendix 'A'

SYLLABUS FOR SECURITY GUARD TRAINING

(1) Principles and Theory of Security

- (1) Definition of Security
- (2) Security of Material
- (3) Security of Information
- (4) Security of Personnel
- (5) Security Survey
- (6) Bomb Threat
- (7) Espionage
- (8) Subotage
- (9) Subversion
- (10) Bank Security
- (11) Hotel Security
- (12) Hospital Security
- (13) Airport Security
- (14) Parking area Security
- (15) Key Control Management

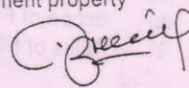
(2) Industrial Security

- (1) Introduction to Industrial Security
- (2) Threats to Industrial Security
- (3) Industrial Security Planning
- (4) Physical Security
- (5) Access Control Measures for Persons
- (6) Controlling Access of vehicles
- (7) Security Duties and Functions
- (8) Qualities of Security Professional
- (9) Developing Proprietary Security Team
- (10) Security Arrangements on Contract
- (11) Security Review, Audits and Surveys
- (12) Note Book, Report Writing and Evidence in the Court

(3) Specific Security Duties

- (1) Patrolling Duties
 - (a) Objectives of Patrolling
 - (b) Purpose of Security Patrol
 - (c) Situations to be avoided
 - (d) Checklist for patrolling party
- (2) Searches and Procedures
 - (a) Objectives of Searches
 - (b) Types of Personnel Searches
 - (i) Routine Search
 - (ii) Rigorous Search
 - (iii) Surprise Search

- (c) Procedure for Search
 - (d) Search of Females
 - (e) Search of Uniformed Personnel
 - (3) Total Loss Prevention Programme (TLPP)
 - (4) Loss Prevention Techniques
 - (5) Background Screening
 - (6) Business Espionage
 - (7) Legal Aspect of Industrial Security: Part I
 - (8) Legal Aspect of Industrial Security: Part II
 - (9) Forms and Formats
- (4) Specialized Security Functions and Security Technology
- (1) Document and Data Security
 - (2) Computer Security
 - (3) Application of Science and Technology in Security Management
 - (4) Bomb Threat - :Standard Operating Procedure
 - (5) Executive Protection
- (5) Rescue and Relief Operations
- (1) Civil defence
 - (2) Floods
 - (3) Earthquake
 - (4) Draught
 - (5) Famine
 - (6) Fire
 - (7) Cyclone
 - (8) Use of ladder in rescue operations
- (6) Guard and Escort
- (1) Principles of Escort duty
 - (2) Escort of Vehicles
 - (3) Escort of Materials
 - (4) Escort of Personnel - VIPs
- (7) Night sentry duty
- (a) Types of Patrolling
 - (b) Night patrolling
 - (c) Night vision
 - (d) Password - Challenge - Counter challenge Methods
- (8) Field Craft, Tactics and Field Engineering
- (1) Security of bridges and tunnels
 - (2) Ambush
 - (3) Raid
 - (4) Internal Security and Counter insurgency
 - (5) Basic knowledge about explosives
 - (6) Protection and Security of Government property



- (7) Cordon and Search
- (8) Interrogation
- (9) VIP Security

(9) Reception

- (1) Front Office Management
- (2) Good Manners and Etiquettes
- (3) Telephone manners and process of communication
- (4) Body Language

(10) Access Control Systems

- (1) Access control of Personnel
- (2) Access control of Vehicles
- (3) Different types of Passes and Identity cards

(11) Fire Fighting

- (1) Use of E extinguishers
- (2) Use of Hydrants
- (3) Fire Fighting Party
- (4) Cordon Party
- (5) Rescue Party

(12) Leadership and Management

- (13) Conduct in Public and correct wearing of uniform
- (14) Badges of Rank in Police and Military Forces
- (15) Crowd Control
- (16) Crisis response and Disaster Management

(17) Essential Industrial Laws

- (i) Rudimentary knowledge of Indian Penal Code
- (ii) Procedure of lodging FIR in the Police Station
- (iii) Right to private defense
- (iv) Industrial Law

(18) Report writing

- (i) Guide to Report Writing
- (ii) Summary of Report Writing

(19) Computer Security

- (20) Duties of the Security Officer

(21) Trauma Care and First Aid

- (a) Aims of First Aid
- (b) Scope of First Aid
- (c) Rules of First Aid

[Handwritten signature]

- (d) Basic life support - CPR
 - (e) Shock - Electric Shock
 - (f) Wounds and Bleeding
 - (g) Burns and Scalds
 - (h) Drowning
 - (i) Poisoning
 - (k) Snake bite and Dog bite
 - (l) Choking
 - (m) Fractures and Spinal chord injury
- (22) Spoken English
- (23) Personality Development
- (24) Soft Skill
- (25) Physical Fitness Training -
- (a) Warming up and Endurance
 - i) Jogging ii) Running iii) Recovery
 - (b) Strength Endurance
 - i) Lateral ii) Dorsal iii) Skipping iv) Jumping
 - v) Push-ups vi) Sprint vii) Sit ups viii) Heaving
 - ix) Rope climbing x) Lifting and carrying xi) Pulling and Pushing
 - xii) Competitive Game
 - (c) Cooling Down
 - i. Astride Jump ii. Slow Jogging
 - iii. Jog in a circle and do exercises
 - a) In lying Position
 - b) Lying on back
 - c) Stand with feet astride
 - (d) Miscellaneous
 - > 100 Mtr race
 - > High Jump
 - > Long jump
 - > Putting the Shot
 - > Pull up
 - > Push up
 - > Rope climbing
 - > 1500 mtr race
- Note: Items may vary depending on the age, aptitude and requirement of the candidate.
- (26) Drill and Saluting
- (a) Introduction to drill
 - (b) Word of command
 - (c) Savdhan, Vishram aur Aramse (Attention, Stand at eas, Relax)
 - (d) Khare-Khare Murna
 - (e) Bae Mur
 - (f) Pichhe Mur

- (g) Salina Dressing
- (h) Saluting - Standing, Moving
- (j) Numbering
- (k) Sizing
- (l) Reporting
- (m) Briefing
- (n) Debriefing


Practical

1. In the last week of training trainees are given on the job training (OJT) by placing on Guard duties.
2. Trainees are sent for Patrolling duties with Kozhikode City Police (A certificate issued by the City Police Commissioner is enclosed)
3. Social service has been made part of the training. Cleaning of the Medical College Civil station, Canoli Canal and Slums.
4. Additional one week's free training is imparted to candidates immediately prior to placement.



Appendix IV

Accreditation to PRTC as a Training Centre



കേരള സർക്കാർ
(സംഗ്രഹം)

CHECK LIST C

1	Project
2	

തദ്ദേശസ്വയംഭരണ വകുപ്പ് - നാരിദ്ര ഭരണേന്ദ്ര താഴെയുള്ള വിഭാഗത്തിലെ കുട്ടികൾക്ക് സൈന്യത്തിലേക്ക് തയ്യാറെടുക്കുവാൻ സാധിക്കാൻ സഹായിക്കുന്ന പരിപാടി നടത്തുന്നതിനുള്ള കേന്ദ്രമായി കോഴിക്കോട് ജില്ലയിൽ പ്രവർത്തിക്കുന്ന പ്രീ-റിക്രൂട്ട്മെന്റ് ട്രെയിനിംഗ് സെന്ററിനെ അംഗീകരിക്കുന്ന വാക്കുന്നു.

സ ഉ (സാധാ) നമ്പർ : 4053/05/തസ്വദ്ര തദ്ദേശസ്വയംഭരണ (വി.പി) വകുപ്പ് തീരുവനന്തപുരം തീയതി : 4 10 2005

പരാമർശം:- 1. പ്രീ - റിക്രൂട്ട്മെന്റ് ട്രെയിനിംഗ് സെന്റർ ഡയറക്ടറുടെ 20-12-2004ലെ 1101/പി.ആർ.റ്റി.സി. നമ്പർ കത്ത്.
2. സ്റ്റേറ്റ് പെർഫോമൻസ് ഓഡിറ്റ് ഓഫീസറുടെ 27.05.2005ലെ പരിശോധനാ റിപ്പോർട്ട്.
3. 22.08.2005ലെ കോ-ഓർഡിനേഷൻ കമ്മിറ്റി തീരുമാനം 3.1

ഉത്തരവ്

സൈന്യത്തിലേക്ക് തയ്യാറെടുക്കുവാൻ മത്സര പരീക്ഷകളിൽ പങ്കെടുക്കുന്നതിന് ഉദ്യോഗാർത്ഥികളെ പ്രാപ്തമാക്കുന്നതിന് കോഴിക്കോട് പ്രവർത്തിക്കുന്ന പ്രീ-റിക്രൂട്ട്മെന്റ് ട്രെയിനിംഗ് സെന്റർ നടത്തുന്ന പരിശീലന പരിപാടികൾ തദ്ദേശ ഭരണ സ്ഥാപനങ്ങൾ മുഖേന നടത്തുന്നതിന് അനുമതി നൽകണമെന്ന് പരാമർശം 1 ലെ കത്തു പ്രകാരം ടി സ്ഥാപനത്തിന്റെ ഡയറക്ടർ ആവശ്യപ്പെട്ടിരുന്നു. 17.01.2005 ൽ കൂടിയ കോ-ഓർഡിനേഷൻ ഉപ സമിതി ഈ വിഷയം ചർച്ച ചെയ്യുകയും ഇത് പരിശോധിച്ച് റിപ്പോർട്ട് സമർപ്പിക്കുന്നതിന് സ്റ്റേറ്റ് പെർഫോമൻസ് ഓഡിറ്റ് ഓഫീസറെ ചുമതലപ്പെടുത്തുകയും ചെയ്തു. പരാമർശം 3 പ്രകാരം സമർപ്പിച്ച പരിശോധനാ റിപ്പോർട്ടിന്റെ അടിസ്ഥാനത്തിൽ സൈന്യത്തിലേക്ക് തയ്യാറെടുക്കുവാൻ സാധ്യതയുള്ള നാരിദ്രഭരണേന്ദ്ര താഴെയുള്ള വിഭാഗത്തിലെ കുട്ടികൾക്ക് എഴുത്തു പരീക്ഷയും കായികകളമത്സര പരീക്ഷയും നേരിടാനുള്ള പരിശീലനം നൽകുന്നതിനുള്ള കേന്ദ്രമായി കോഴിക്കോട് ജില്ലയിൽ പ്രവർത്തിക്കുന്ന പ്രീ-റിക്രൂട്ട്മെന്റ് ട്രെയിനിംഗ് സെന്ററിനെ അംഗീകരിക്കുന്നു. പ്രസ്തുത പരിശീലന പരിപാടി ഏറ്റെടുക്കുന്ന തദ്ദേശ ഭരണ സ്ഥാപനങ്ങൾ ചുമലുകൊടുത്തിരിക്കുന്ന നിർദ്ദേശങ്ങൾ പാലിക്കേണ്ടതാണ്.

ആറ് ആഴ്ച ദൈനംദിനമുള്ള ഈ പരിശീലന പരിപാടിയുടെ ഫീസ് 4500/- രൂപയായി പരിമിതപ്പെടുത്തി പൊതുവിഭാഗത്തിൽ നിന്നുള്ള കുട്ടികൾക്ക് 3000/- രൂപയും പട്ടികജാതി/പട്ടിക വർഗ്ഗക്കാർക്ക് 4000/- രൂപയും സബ്സിഡിയായി ഈ പരിശീലന പരിപാടി ഏറ്റെടുക്കുന്ന തദ്ദേശ ഭരണ സ്ഥാപനങ്ങൾക്ക് നൽകാവുന്നതാണ്. ഇതിനായി പദ്ധതി വിഹിതമോ, തനത് ഫണ്ടോ വിനിയോഗിക്കാവുന്നതാണ്. ഞാൻ തുക വിവരങ്ങൾ നേരിട്ട് പ്രസ്തുത സ്ഥാപനത്തിൽ ഒടുക്കേണ്ടതും ഭരണ തദ്ദേശ ഭരണ സ്ഥാപനത്തിൽ ഹാജരാക്കേണ്ടതുമാണ്. ഈ പരിശീലന പരിപാടിയുടെ ഗുണഭോക്തൃ തയ്യാറെടുപ്പ് ഗ്രാമസഭ/വാർഡ് സഭ മുഖേന മാത്രമേ നടത്താവൂ. പരിശീലനത്തിനുള്ള ഫീസ്, സ്ഥാപനവുമായി കരാറിൽ ഏർപ്പെടുമ്പോൾ 25% മുന്നാഴ്ച കഴിയുമ്പോൾ 25% പരിശീലനം പൂർത്തിയാക്കി കഴിയുമ്പോൾ 50% എന്നിങ്ങനെ നൽകാവുന്നതാണ്. തദ്ദേശ ഭരണ സ്ഥാപനം പ്രീ-റിക്രൂട്ട്മെന്റ് ട്രെയിനിംഗ് സെന്ററുമായി 50/- രൂപ മാത്രം പത്രത്തിൽ വ്യക്തമായ വ്യവസ്ഥകൾ അടങ്ങിയ ഉടമ്പടി ഒരു വേക്കേണ്ടതാണ്.

ഗവർണ്ണറുടെ ഉത്തരവിന് പ്രകാരം
എസ്.എം. വിജയനന്ദൻ
ഗവൺമെന്റ് സെക്രട്ടറി

പഞ്ചായത്ത് ഡയറക്ടർ, തിരുവനന്തപുരം
ഡയറക്ടർ, അർബൻ അഫയേഴ്സ്, തിരുവനന്തപുരം
ഗ്രാമവികസന കമ്മീഷണർ, തിരുവനന്തപുരം
ഡയറക്ടർ, പ്രീ-റിക്രൂട്ട്മെന്റ് ട്രെയിനിംഗ് സെന്റർ, സിവിൽ ബ്ലോക്ക്, കോഴിക്കോട്
സ്റ്റേറ്റ് പെർഫോമൻസ് ഓഡിറ്റ് ഓഫീസർ
എല്ലാ കളക്ടർമാർക്കും
എല്ലാ പഞ്ചായത്ത് ഡെപ്യൂട്ടി ഡയറക്ടർമാർക്കും
അക്കൗണ്ട് മാനേജർ (എ) ആന്റ് ഇ / (ആഡിറ്റ്), തിരുവനന്തപുരം
ഡയറക്ടർ പബ്ലിക് റിലേഷൻസ് വകുപ്പ്
സ്റ്റോക്ക് ഫയൽ/ ഓഫീസ് കോപ്പി

ബന്ധപ്പെട്ട എല്ലാ തദ്ദേശ സ്വയംഭരണസ്ഥാപനങ്ങളെയും അറിയിക്കേണ്ടതാണ്

ഉത്തരവിന് പ്രകാരം
സെക്കൻഡറി ഓഫീസർ

Appendix V

Details of Pre-Recruitment and Security Guard Training programmes for SC Candidates funded by SCDD & Local Self Governments during 2013-17

Sl. No	Year	District	LB Type	LB Name	Project Name Eng	Training Type	Allotment	Expenditure
1	2013-14	Alappuzha	GP	Chennithala	Pre Recruitment Training of SC Youths	PRTCAF	153300	153000
2	2014-15	Palakkad	DP	Palakkad	PATTIKA JATHI VANITHAKALKKU SECURITY TRAINING	SGT	986000	986000
3	2014-15	Alappuzha	BP	Champakulam	Training for SC youth for Recruitment to Army	PRTCAF	650000	650000
4	2014-15	Ernakulam	BP	Palluruthy	A pre-recruitment training programme through Pre-Recruitment Training Center (Kozhikkode) for SC Youth candidates for getting entry into Armed Forces, Para- Military & all other Security Forces	PRTCAF	306000	306000
5	2014-15	Kollam	GP	Pattazhi Vadakkekara	Pre Recruitment Training for Scheduled Caste Youth	PRTCAF	55250	55250
6	2014-15	Alappuzha	GP	Chennithala Thriperumthura	Pre- Recruitment Training--SCP	PRTCAF	153000	153000
7	2014-15	Alappuzha	GP	Ezhupunna	Pre - recruitment training Programme (SCP)	PRTCAF	102000	102000
8	2014-15	Alappuzha	GP	Nooranad	Pre Recruitment Training For SC Youth	PRTCAF	182750	182750
9	2014-15	Ernakulam	GP	Pothanikad	Training for SC Youths to selection in military-paramilitary.	PRTCAF	34000	34000
10	2014-15	Ernakulam	GP	Varappetty	Pre recruitment Training for SC Youth	PRTCAF	102000	102000
11	2015-16	Palakkad	DP	Palakkad	SECURITY TAINING FOR MEN AND WOMEN	SGT	425000	425000
12	2015-16	Palakkad	DP	Palakkad	PRE-RECRUITMENT TRAINING FOR BOYS AND GIRLS	PRTCAF	425000	425000
13	2015-16	Malappuram	DP	Malappuram	Security guard practice to SC men and women's in Malappuram Dist	SGT	600000	600000
14	2015-16	Malappuram	DP	Malappuram	Pre-Recruitment Training to SC men and women's in Malappuram Dist	PRTCAF	600000	600000
15	2015-16	Alappuzha	BP	Chengannoor	Military Pre recruitment Training for SC Youth	PRTCAF	840000	840000
16	2015-16	Alappuzha	BP	Chengannoor	Training for SC Youth for Security servicing	SGT	432000	432000
17	2015-16	Ernakulam	BP	Vazhakkulam	PRE RECRUITMENT TRAINING FOR ARMY NAVY AIRFORCE FOR SC	PRTCAF	480000	480000

18	2015-16	Palakkad	BP	Kuzhalmanna	Military training to SC Youth	PRTCAF	1190000	1190000
19	2015-16	Palakkad	BP	Kuzhalmanna	Security Guard Training to SC Women and Men	SGT	168000	168000
20	2015-16	Malappuram	BP	Kalikavu	Pre-Recruitment Training Programme for SC Youth	PRTCAF	1360000	1360000
21	2015-16	Kozhikkode	BP	Koduvally	PRE RECRUITMENT TRAINING TO THE SC YOUTHS FOR OBTAINING EMPLOYMENT IN MILITARY AND PARAMILITARY CATEGORIES	PRTCAF	943500	943500
22	2015-16	Wayanad	BP	Sulthan Batheri	Training for military Job	PRTCAF	280500	280500
23	2015-16	Thiruvananthapuram	GP	Perunkadavila	Pre Recruitment Training for getting jobs police Paramilitary and Amed Forces	PRTCAF	153000	153000
24	2015-16	Alappuzha	GP	Ezhupunna	Pre- recruitment training Programme (SCP)	PRTCAF	37500	37500
25	2016-17	Malappuram	DP		Security guard practice to SC men and women's in Malappuram Dist	SGT	1800000	1800000
26	2016-17	Malappuram	DP		Pre-Recruitment Training to SC men and women's in Malappuram Dist	PRTCAF	1800000	1800000
27	2016-17	Idukki	BP	Elamdesam	PRTC Training(SC category)	PRTCAF	288000	288000
28	2016-17	Malappuram	BP	Tirur	Pre Recruitment Training for SC Students	PRTCAF	552000	552000
29	2016-17	Malappuram	BP	Tirur	Security Staff Training for SC	SGT	144000	144000
30	2016-17	Malappuram	M	Ponnani	Pre Recruitment Training	PRTCAF	228000	228000
31	2016-17	Malappuram	M	Ponnani	Security Guard Training	SGT	289010	289010
32	2016-17	Thrissur	GP	Thiruvilwamala	PRE-RECRUITMENT TRAINING	PRTCAF	72000	72000
33	2016-17	Palakkad	GP	Karimba	Pre Recruitment Training	PRTCAF	120000	120000
34	2017-18	Kollam	DP	Kollam	PRE - RECRUITMENT TRAINING	PRTCAF	1998000	1998000
35	2017-18	Palakkad	DP	Palakkad	Military Training for SC Men & Women	PRTCAF	972000	972000
36	2017-18	Malappuram	DP	Malappuram	PRE - RECRUITMENT TRAINING FOR SC YOUTH	PRTCAF	315000	315000
37	2017-18	Malappuram	DP	Malappuram	Security Staff Training for SC Youth	SGT	652500	652500
38	2017-18	Kozhikkode	DP	Kozhikkode	Security guard training for sc women through PRTC	SGT	2400000	2400000
39	2017-18	Malappuram	BP	Tirur	Pre Recruitment Training for SC Students	PRTCAF	60000	60000
Total							22349310	22349010

Source: *Sulekha Plan Monitoring Software*

Appendix VI







Details of Pre-Recruitment and Security Guard Training programmes for General Candidates funded by Local Self Governments during 2013-18





Year	District	LB Type	LB Name	No.	Project Name	Impl.Off icer	Total
2013-14							
2014-15	Kottayam	BP	Pallom	35	PRE- RECRUITMENT TRAINING FOR YOUTH	SEC (BP)	48000
2014-15	Alappuzha	GP	Chennithala Thriperumthura Grama Panchayat	120	Pre Recruitment Training for Youth (general)	VEO/L VEO	96000
2014-15	Alappuzha	GP	Ezhupunna	149	Pre - recruitment Training Programme	HM(GL PS)	112000
2015-16	Alappuzha	GP	Ezhupunna	17	Pre- recruitment training Programme	HM(GL PS)	19500
2016-17							
2017-18	Malappuram	DP		685	Pre-recruitment training (General) for youths	SEC (DP)	191250
2017-18	Malappuram	DP		686	Security Staff training (General) for youths	SEC (DP)	196500


Source: *Sulekha Plan Monitoring Software*


Appendix VII








LIST OF SC CANDIDATES RECENTLY SELECTED INTO THE ARMED FORCES AFTER TRAINING IN PRTC, CALICUT









Sl No	Name & Father's Name	Address	Photo	Selected into
1	Vikul P. S/o Velayudhan	Peruvanthiyil (H) Kuttott (P.O) Meppayur (VIA) Kozhikode – 673524, Mob : 9048164964		Army
2	Sarathlal A.K. S/o A.K. Baby	Melathattu (H) Eravannur (P.O) Narikkuni (VIA) Kozhikode – 673585, Mob : 9496448237		Army
3	Siddarthraj P.T.K. S/o Rajan P.T.K.	Puthan Puriylthazhakuniyil (H) Pathirippatta (P.O) Kakkattil (VIA) Kozhikode – 673507, Mob : 8086733705		Army
4	Anoop K R S/o Raju	Kurijippadam, Kalikkani, Wayanad - 673581 Mob: 9048987834		Army
5	Vaisakh P S S/o Sasi	Pazhaya Parambil (H), Koodaranji (P.O), Kozhikode - 673604 mob: 9747596954		Army
6	Subhash C S/o Sundharan	Pazhanjiripad (H), Cholayil, Mannur (West), Palakkad - 678642 Mob: 9048134083		Army




7	Shybinlal K.K. S/o Bhaskaran	Kadankumiyil (H) Nanminda (P.O) Kozhikode – 673613, Mob : 9539534776		Army
8	Sivagiri S S/o Sivaramakrishnan	Kadoor (H), Kuthampully (P.O), Thiruvilwamala - 680594 Mob: 964513494		Army
9	Madhu.K.P S/o Chirukandan	Kallikkunnuparambil Paradlur (po) Pallippuram Pattambi-679312 mob: 9946180764		Police
10	Akhil A. S/o Velayudhan A	Arodi Kunnath (H) Olavattoor (P.O) Malappuram – 673638, Mob : 9747604866		Army
11	Aswanth K.M. S/o Sivasankaran K.M.	Kallum Purath Meethal (H) Kunnathara (P.O) Koyilandy (VIA) Kozhikode – 673620, Mob : 9539098001		Army
12	Jithin Kumar E.K. S/o Chandran	Ettukudiyil (H) Nanminda (P.O) Kozhikode – 673613, Mob : 9747774314		Army








13	Shibin K. S/o Sugathan K	Keezhara Navodaya Danagram Puthukode (P.O) Malappuram – 673633, Mob : 9947536880		Army
14	Sreeraj P.K. S/o Velayudhan K.M	Padinhare Kalpadakkal Kayalam (P.O) Mavoor (VIA) Kozhikode – 673661, Mob : 9747132874		Army
15	Sreekanth P.M. S/o Sreedharan M	Puliyakottu Mundapurath (H) Farooque College (P.O) Calicut – 673632, Mob : 9961961552		Army
16	Shibinlal P.K. S/o Asokan	Puthiyoottum Kandy Meethal Nanminda (P.O) Kozhikode – 673613, Mob : 9744669891		Army
17	Jitheesh M. S/o Sankaranarayanan	Mullackal (H) Marayamangalam (P.O) Nellaya Palakkad, Mob : 9605740736		CRPF
18	Harilal B.S. S/o Babo R.	Lal Bhavan Azhari Vilakom Enganoor Trivandrum, Mob : 08727804950		Army
19	Febin Lal S/o Velayudhan	Rose Villa (H) Panangad (P.O) Balussery (VIA) PIN – 673612, Mob : 9665093731		Army









20	Abejith P Ashok S/o P A Ashokan	Perubully (Ho), Pudussery, Choondal (Po), Thrissur- 679577 Mob: 9526206308 9847109170		Army
21	Sujesh.M S/o Chandran	Karakatte Vattoli Bazar Balussery Kozhikode-673623 Mob: 9846527649		Army
22	Jithesh.K.K S/o Krishnan kutty	Thekkepurakkal Varode Ottappalam Palakkad-679102, Mob : 9048549797		Army
23	Binesh.E S/o Mundan	Kadannakuzhiyil Near MSP workshop Malappuram, Mob : 9633324259		Army
24	Thankaraj.R S/o Rangaswamy	Nakkupathipiriv Agali(po) Plakkad-678581		CRPF
25	Rakesh.M.R S/o Ramachandran	Koyenkulapura Kinaval;lur (PO) Palakkad-678615 Ph: 2108242		Army
26	Unnikrishnan S/o Raghavan	Kolakkulam Varode Kottai, Palakkad mob: 9447622293		CRPF

27	Deepu.R S/o Rajayyan	Pullachalkkonam Trivandrum-695125 Mob: 9747687503		ARMY
28	Vijesh.N.C S/o Subrahmanian	Manjeri, Malappuram-676121 Mob: 9349434015		ARMY
29	Rajeev.P.K S/O krishnan kutty	Puthan House Karikulangara, Palakkad Mob: 9020106598		Fire Force
30	Granish R S/o Radhakrishnan	Kuyilampully (H) Kodumbu (P.O) Palakkad - 678551, Mob : 9567108614		Army
31	Nikhil A R S/o Raghavan A S	Ambalappadi (H), Kallur (P.O), Mankara, Palakkad - 678613 Mob: 8281408456		Army
32	Ajeesh K C S/o Chandran K K	Kottakulangara (H), Paruthippully (P.O), Palakkad - 678573, Mob : 9526865721		Army
33	Kripash P K S/o Krishnan Kutty	Paralam Padi (H), Pulinelli, Kottayi (P.O), Palakkad - 678572 mob: 9747741587		Army



34	Bineesh V.T S/o Balakrishnan.I.P	Vengapotta Thazam (H) Kizhakkumuri (PO) Kakkodi (VIA) Calicut – 673 611		Army
35	Sunu.K.M S/o Gangadharan T.P	Assarikandy (H) Cheliya (PO) Quilandy		Army
36	Babeesh.P.M S/o Balan.P.M	Panakkat Meethal (H) Ulliyeri (PO) Quilandy		Army
37	Shamju .M.V S/o Valsarajan	Malayante Valappil (H) Kappad (PO) Kannur – 670 006 Mob: 9847539383		Army
38	Sajin.M.M S/o Mankkyan.M	Manthoppil (H) Thalamala Estate Vythiry (PO) Wayanad – 673 576 Ph:04936255243		Army
39	Bineesh.A.K S/o Chandran.A.K	Aryilikuni (H) Vengalam (PO) Elathur Kozhikode – 673 303		Army
40	Dimilesh Kumar S/o Damodaran	Aruppachalil (H) Kokkallur (PO) Balussery – 673 612		Army
41	Harun.K S/o Haridasan.K	Haridalayam.M Karakunnu Uliyil (PO) 670 702		Army

42	Anoop.C.S S/O Sreedharan	Chazhiyottil (H) Kaniyarcod (PO) Thrissur – 680 594 Thiruvillamala		Army
43	Swarag.K S/O Haridasan.K	Kunnath (H) Cheekode (PO) Malappuram – 673 645		Army
44	Lineesh.P.M S/O Kelappan	Punnoli Meethal (H) Mantharathur (PO) Puthuppanam (Via) Maniyoor		Army
45	Sudheesh.K.E S/O Mani	Kizhakkekuni (H) Kizhur (PO) 673 522		Army
46	Ajith.P S/O Ashokan.P.M	Pulparambil (H) Cheroopa (PO) Calicut		Army
47	Sreeraj.K.S S/O Surendran.K.A	Kulathingal (H) Karupadanna (PO) Pallinada (Via) 680 670		Army
48	Shanto Sharavan S/o Narayanan	Kanchirachalil (H) Velam (PO) Kozhikode - 673508		KTDC
49	Anitha.A. P D/O Purushothaman	Ambadan (H) Thuravoor (PO) Angamaly Ernakulam – 683 586, Mob : 9847543274		CRPF

50	Sabeena Babu.E D/O Babu.E	Edacherian (H) Morazha (PO) Mothammal (Via) Kannur, Mob : 9633049203		CRPF
51	Omanakuttan S/O Gopalakrishnan.V	Krishna Bhavan Mekkadu Chavara (PO) Kollam – 671 583		Army
52	Deepu.R S/O Rajayyan	Deepu Bhavan Pullachalkonam Ottarekhara Mangal Trivandrum – 695 125, Mob : 9747687503		Army
53	Baby.C D/O Chniyan	Mukkunnoth (H) Bare (PO) Veluma (Via) Kasaragod – 671 319, Mob : 9387260874		CRPF
54	Nidhin.K S/O Chandran.K	Vakkadan (H) Keezhurkunnu Keezhur Kannur – 670 703		Army
55	Shaiju Mon S/O Chandran	Valiyaveettil (H) Karad (PO) Malappuram Wandoor		Army
56	Suni.C.P S/o Sankunni	Charathipara Chembaroth Muzhi (PO)		Army

57	Ratheesh.C.A	Cherimmal Thazhe (H) Anjukunnu (PO) Mananthavady (Via) Wayanad – 670 645		Army
58	Praveen Kumar.T S/O Sankaran.T	Maroth Thodi (H) Thiruvalli (PO) Vandoor (Via) Malappuram 679 348		Army
59	Akash P S/o Peethambaran	Ozhinjirickal House, Anary, Ayaparampu PO, Alappuzha-690517		Army
60	Sajeev A C S/o Chandran T S	Angadi Paramb, Mannur (P.O), Palakkad – 678642 mob: 9895309515		Army
61	Aswin Ashok S/o Ashokan.P.C	A R Camp Vellimadukunnu Merikunnu (P.O) Kuruvattur Parambil Kozhikode - 673012		Home Guards
62	Hariprasad K S/o Kashi Mayan	Harisree Nivas, Mannur (P.O), Palakkad - 678642		Army
63	Jayakrishnan S/o Sivaraman	Valmuthy Colony, Chittoor (P.O), Palakkad - 678101		NCC
64	Ranju Reghu S/o Reghu K N	Kallolickal (H), Karakapalam (P.O), Erumaly, Kottayam - 686509, Mob : 8943466647		Police

65	Maheesh S/o Kunhiraman	Manikoth (H), Poolakkal (PO), Kakkattil Kozhikode - 673507		KTDC
66	Satheesh C S/o Chandran C	Vayyattin (H), Kuttancode, Nechur (P.O), Palakkad - 678722, Mob : 9048730909		Army
67	Harish M S/o Rajan M C	Parambath Palliyil (H), Kattukulam (P.O), Palakkad, Mob : 9744495283		Army
68	Athira V D/o Sivanathan	Riyas Manzil (H) Edavattom (PO) Chiravakkara Kollam Mob: 9746236366		BSF
69	Jithin R	Raghavapuram (Ho), Panayoor (Po), Athocode, Palakkad Mob:7293392892		Indian Army
70	Jithesh M	Mullakkal (HO), Marayamangalam (Po), Nellaya, Palakkad Mob:9605740736		CRPF
71	Sanju T	Krishna Jyothi, Vadakkekara, Palakkad Ph: 0491-2504911		Tribal Development Department
72	Sujith P	Pathamara (Ho), Nenmani (Po), Kollamgode Palakkad Mob:9745645492		Forest Watcher
73	Amal K	Nanu Nivas Kavumbhagam (Po), Thalassery, Kannur Mob:8281793243		BSF
74	Ashin Suresh S/o Suresh	Thevaravayalil (Ho), Nerannappara , Kodenchery Mob:7560959937		Indian Army

75	Sanal K P S/o Sivadasan K P	Kongada Perumbala Potta Chelembra , Malappuram Mob:9847938794		Indian Army
76	Sanila P	Panichikodiyil (Ho), Thommankuthi (Po), Idukki Mob:9544677065		Tribal Development Department
77	Arun	Panichikodiyil (Ho), Thommankuthi (Po), Idukki Mob:9544677065		Forest Watcher
78	Jyothish G	Jisha Bhavan Kunduman (Ho), Velichikkala Kollam, Mob:9746971243		Medical College Kottayam
79	Hareesh Balu	Kizhakkumkara Puthanveedu Pinakkattukonam, Kuttikkad (Po), Kollam Mob:9633643805		Medical College Kottayam
80	Prasanth M P	Thekkuvila Veedu Anchal (Po) , Kollam Mob:9526196072		Medical College Kottayam
81	Sujith S	Kollantekizhakkethil Muthupezhumkal, Kollam		Medical College Kottayam
82	Raginalal K P S/o Raveendram	Kottampoyil (Ho), Karuvanur (Po), Naduvannur (via), Pin- 673614 Mob:8086963283		Indian Army
83	Arun Lal. B R S/o Raveendran K	Chenkarakkal Meethal Thandorappara (Po), Perambra Kozhikode- 673526		Indian Army
84	Dinesh P	Puthan Veetil Pullancode (Po), Malappuram Mob:9961764133		CRPF

85	Rijesh A K S/o Kumaran	Asariparambil (Ho), Kakkad (Po), Calicut- Mob:9048722559		Beat Forest Officer
86	Sudheesh S/o Bhaskaran	Ariyadath (Ho), Kololamba (Po), Malappuram Mob:9605208433		CISF

Appendix VIII

Security Guard Training Certificate issued by PRTC

 **PRE-RECRUITMENT TRAINING CENTRE (PRTC)**
(Accredited by Govt. of Kerala vide Govt Order (RT) 1764/00/LSGD to impart professional training to Men & Women for Security duties)
P.O. Civil Station, Calicut - 673 020, Kerala, www.prtccalicut.com



SECURITY TRAINING CERTIFICATE

Certified that SHANI K C ~~son~~ Daughter of KEERAN K C
resident of HALAPPURAM DISTRICT PANCHAYATH has successfully completed
Two Months Professional Training for engagement or employment as Security Guard ~~Security Supervisor~~
from 21.03.2016 to 21.05.2016. (With Her Signature is attested below:

(Signature of the Certificate holder)

 Administrator
Navas Jan A

 Director
Brigadier (Retd) KP Velayudhan



 Patron
Prof. (Dr) MV Pylee
(Former Vice-Chancellor, Cochin University)

 Executive Director
Captain Sareena Navas

Extract of GO

മോട്ടോർവാഹനം
(Motor Vehicle)

തദ്ദേശസ്വയംഭരണ വകുപ്പ്-കൊച്ചി രജിസ്റ്റർഡ് പ്രീ - റിക്രൂട്ട്മെന്റ് ട്രെയിനിംഗിൽ സെന്റർ നടത്തുന്ന സെക്യൂറിറ്റിഗാർഡ് പരിശീലന പരിപാടി അംഗീകരിച്ച് ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

തദ്ദേശസ്വയംഭരണ (ഡി.എ) വകുപ്പ്
തിരുവനന്തപുരം.

സ.ഉ (സാധാ) 1764/08/തസ്വഭവ

തീയതി, 21.06.2016

Appendix IX

Collection of fees From SC student for Security Guard Training Programme

PRE-RECRUITMENT TRAINING CENTRE (PRTC),
(Accredited by Government of Kerala)
CIVIL STATION (P.O), CALICUT - 673 020.

No. **1139** **RECEIPT** Date **30/3/16**

Received a sum of Rs. **25000/-** (Rupees **Twenty Five Thousand only**)

on account of **Security - M. H. Ford Training & Accommodation**

from **Saraswathy S/o Kalyanaraman** by cash /DD/Cheque

No. _____

for Recd
Administrator

PRE- RECRUITMENT TRAINING CENTRE (PRTC)
(Accredited by Govt. of Kerala)
CIVIL STATION (P.O), CALICUT - 673 020

No. **(2)** **RECEIPT** Date: **10/3/16**

Received a sum of Rs. **1000/-** (Rupees **One thousand Rupees only.**)

on account of **Beneficiary Stage, Security training.**

from **Saraswathy - T. R. R.** by cash/DD/Cheque.

Admin
Administrator

FORM 1C
(See Rule 3)



GOVERNMENT OF KERALA
TIRUR TALUK OFFICE
COMMUNITY CERTIFICATE



No: 16944395

Date: 04/03/2016

Certified that the person with the details mentioned below belongs to the SC under:

The constitution (Scheduled Castes) Order, 1950

The Constitution (Scheduled Tribes) Order, 1950 (as amended by the Scheduled Castes and Scheduled Tribes Orders (Amendment) Act, 1976.

Name of Person to whom certificate is issued	SARASWATHI C T
Gender	Female
Age	43
Name of Father	KUNHI PARAVAN
Address	CHAMMARAT THARAMMAL HOUSE, 15, MUKKOLA
Post Office with Pin code	PARIYAPURAM, 676302
Name of Local body	Tanur
Village	Pariyapuram
Taluk	Tirur
District	Malappuram
Caste	CHERUMAN
Religion	Hindu
Date of Issue of Certificate	04/03/2016
Designation of the issuing officer	Tahsildar
Purpose for which the certificate is issued for	JOB PURPOSE

This certificate is issued based on the details given in the application, local enquiry, facts and records produced.

Signature valid

Digitally signed by ROSHNI NARAYANAN
Date: 2016.03.04 09:00:10 IST

Security Code : TL271

NOTE:

1. This digitally signed document is legally valid as per the Information Technology (IT) Act, 2008.

2. Authenticity of this document can be verified from <http://edistrict.kerala.gov.in/> and submitting the Certificate Number and Security code. Alternatively, please call the numbers 155300 (from BSNL landline), 0471150300 (from BSNL mobile), 0471233552/04712115094/04712115098 (from other networks) and quote the Certificate Number to the operator.

Appendix X

List of Registered Security Agencies Working in Kerala

Sl. No.	Agency Name	License Number	Issued Date	Valid Up To
1	Badman Security Force	2/2017	04/01/2017	03/01/2022
2	Careon Industrial Security And Man Power Con.	28/2015	23/06/2015	22/06/2020
3	Cleon Security Services	18/2014	23/06/2014	22/06/2019
4	Ex Army Protective Security	6/2015	12/03/2015	11/03/2020
5	K V R Security and Man Power Service	2/2016	13/01/2016	12/01/2021
6	Kerala Industrial Securities And Investigation Agency Private Limited	57/2018	21/04/2018	20/04/2023
7	Kunnil Securities And Protective Services	28/2014	08/08/2014	07/08/2019
8	Maruti Security Service	21/2014	23/06/2014	22/06/2019
9	Olive Green Man Power Solutions Pvt Ltd	13/2015	31/03/2015	30/03/2020
10	Professional Hospitality and Support Services	74/2016	22/11/2016	21/11/2021
11	Shield Security Agency	76/2016	07/12/2016	06/12/2021
12	Tigers Security Services	17/2017	31/03/2017	30/03/2022
13	Vigilant Eye Securities	20/2014	23/06/2014	22/06/2019
14	Walsons Service Pvt Ltd	16/2015	24/04/2015	23/04/2020
15	Z Cure Security Solutions	50/2018	09/04/2018	08/04/2023
16	.Zigma Security Agencies And We Help	35/2014	07/11/2014	06/11/2019
17	A and A Associates	03/2012	28/04/2012	27/04/2017
18	A One Security Service	18/2015	08/05/2015	07/05/2020
19	A P Securitas Pvt Ltd	72/2016	02/11/2016	01/11/2021
20	A.S. Security Services	21/2017	19/04/2017	18/04/2022
21	A.S.Security Service	05/2013	26/03/2013	25/03/2018
22	ABC Facility Management And Security Services Pvt Ltd	40/2015	06/07/2015	05/07/2020
23	ABS Group	64/2015	15/10/2015	14/10/2020
24	ABS Group	4/2018	09/01/2018	08/01/2023
25	Absolute Synergy Private Limited	72/2018	27/04/2018	26/04/2023
26	Access Services	83/2015	31/12/2015	30/12/2020
27	Agite Security Force and Systems Pvt Ltd	29/2016	26/05/2016	25/05/2021
28	Aimsforce Security Services Private Limited	73/2016	19/11/2016	18/11/2021
29	Aiswarya Security Services	7/2016	05/02/2016	04/02/2021
30	Alagu Security Services Private Ltd	04/2015	10/03/2015	09/03/2020
31	Alappat Security Service	19/2018	07/02/2018	06/02/2023
32	Ambassador Securities And Detective Services	24/2014	02/07/2014	01/07/2019
33	Amma Security And Allied Services	12/2013	11/04/2013	10/04/2018
34	Amrutha Security Service	28/2013	08/11/2013	07/11/2018
35	Arjun Security Agencies	23/2018	20/02/2018	19/02/2023
36	Arjun Security Service	05/2012	15/05/2012	14/05/2017
37	Armapro Security Services Pvt. Ltd.	71/2015	24/11/2015	23/11/2020
38	Armor Security and Human Resources Services Pvt Ltd	12/2016	18/03/2016	17/03/2021
39	Atlas Security Guards	16/2016	18/03/2016	17/03/2021
40	Azent Facility Management Pvt Ltd	28/2018	20/02/2018	19/02/2023
41	B M Security Services	63/2018	21/04/2018	20/04/2023
42	B.R. Private Security Agency	43/2017	06/11/2017	05/11/2022
43	B.R.Private Security Agency	64/16	20/10/2016	19/10/2021
44	Batch One Security And Human Resources	20/2018	20/02/2018	19/02/2023

45	BC Security	97/2018	13/06/2018	12/06/2023
46	BCL Secure Premises Pvt Ltd	37/2016	13/07/2016	12/07/2021
47	Beholder Security Services	6/2018	12/01/2018	11/01/2023
48	Bharath Security Service	18/2017	17/04/2017	16/04/2022
49	Bharath Security Services	14/2015	24/04/2015	23/04/2020
50	Bharatheeyan Security Services Pvt Ltd	51/2016	23/08/2016	22/08/2021
51	Black Cat Securities	50/2015	12/08/2015	11/08/2020
52	Blackleaf Pvt. Ltd.	41/2017	06/11/2017	05/11/2022
53	Bliss Management Services Pvt Ltd	27/2013	20/11/2013	19/11/2018
54	Bluechip Associates	3/2018	08/01/2018	07/01/2023
55	Bombay Intelligence Security India Ltd	67/2015	04/11/2015	03/11/2020
56	Bravo Guards	30/2017	03/08/2017	02/08/2022
57	Bright Security Service	22/2014	26/06/2014	25/06/2019
58	Bright Security Services	09/2013	11/04/2013	10/04/2018
59	Bright Security Services	22/2016	06/04/2016	05/04/2021
60	Bright Security Services	32/2016	10/06/2016	09/06/2021
61	Brilliant Secure Solutions	63/16	17/10/2016	16/10/2021
62	Brilliant Security Agency	83/2018	19/05/2018	18/05/2023
63	Brilliant Security Force	74/2018	30/04/2018	29/04/2023
64	Broad View Security And Man Power Pvt Limited	30/2015	24/06/2015	23/06/2020
65	C and C Services	46/2015	24/07/2015	23/07/2020
66	C And J Security Services	18/2018	06/02/2018	05/02/2023
67	C Four Security Service	87/2018	01/06/2018	31/05/2023
68	Cannore Industrial Security Unit	26/14	31/07/2014	30/07/2019
69	Capital Guards	23/2013	20/11/2013	19/11/2018
70	Capital Guards	36/2017	02/11/2017	01/11/2022
71	Capital Security Service	38/2017	06/11/2017	05/11/2022
72	Care Security And Menpower Service	73/2018	28/04/2018	27/04/2023
73	Cats Eye Human Resources Pvt Ltd	17/2015	07/05/2015	06/05/2020
74	Central Investigation And Security Services Ltd	31/2014	10/09/2014	09/09/2019
75	Central Investigation Sercurity Service Ltd	10/2014	20/03/2014	19/03/2019
76	Chakravyuh Associates	37/2018	07/03/2018	06/03/2023
77	Checkmate Services Pvt Ltd	16/2017	30/03/2017	09/10/2018
78	Cigma Security Service	12/2017	24/03/2017	23/03/2022
79	CIS Bureau Facility Service Pvt Ltd	27/14	08/08/2014	07/08/2019
80	City Crown Facility Services Private Limited	26/2018	20/02/2018	19/02/2023
81	City Guards Security Agency	33/2018	07/03/2018	06/03/2023
82	City Industrial Security Service	21/2018	20/02/2018	19/02/2023
83	City Service Centre Private Limited	10/2015	25/03/2015	24/03/2020
84	City Service Centre Pvt Ltd	62/2018	21/04/2018	20/04/2023
85	Classic Protection Force Private Limited	53/2018	12/04/2018	19/06/2022
86	Classic Protection Force Private Limited	27/2017	20/06/2017	19/06/2022
87	Classic Protection Force Pvt Ltd	36/2015	02/07/2015	01/06/2020
88	Classic Security Services	10/2013	11/04/2013	10/04/2018
89	Cleon Security Service	29/2018	25/02/2018	24/02/2023
90	Cleon Security Service	28/2018	20/02/2018	19/02/2023
91	Cletus M A Security Agency	8/2017	04/02/2017	25/07/2021
92	Cletus M A Security Agency	42/2016	26/07/2016	25/07/2021
93	Commando Security Force CSF	19/2015	08/05/2015	07/05/2020
94	Corps Security Force And Allied Services	59/2018	21/04/2018	20/04/2023
95	Crown Services	12/2014	20/03/2014	19/03/2019
96	Crystal Staffing solutions	8/2016	09/02/2016	08/02/2021

97	CSA Caterers And House Keeping Private Limited	1/2017	03/01/2017	02/01/2022
98	D One Fortification Pvt Ltd	06/2014	03/03/2014	02/03/2019
99	Dakshin Security Service	68/2018	24/04/2018	23/04/2023
100	Defenders Group	40/2016	13/07/2016	12/07/2021
101	Delta Security Services	09/2014	03/03/2014	02/03/2019
102	Detective And Security Services	22/2015	19/05/2015	18/05/2020
103	Dev Associates and Security Services	82/2015	31/12/2015	30/12/2020
104	Deva Security	56/16	01/09/2016	30/08/2021
105	Devika Securities Services	20/2013	10/10/2013	09/10/2018
106	Dileep Kumar DS Security Agency	15/2017	25/03/2017	13/01/2021
107	Eagle Eye Private Security Service	No.33/2016	10/06/2016	09/06/2021
108	Eagle Eye Safety and Security	62/2015	23/09/2015	22/09/2020
109	Efficient Security Services And Society	45/2016	04/08/2016	03/08/2021
110	Elegant Associates	5/2018	12/01/2018	11/01/2023
111	Elegant Security Services	45/2017	07/11/2017	06/11/2022
112	Embassy Security Services	47/2018	24/03/2018	23/03/2023
113	Emerald Security Services	15/2018	02/02/2018	01/02/2023
114	Envision Support Services	08/2014	03/03/2014	02/03/2019
115	Ex Army Security Services	44/2015	14/07/2015	13/07/2020
116	Ex group Security Service	38/2018	09/03/2018	08/03/2023
117	Ex Service Mens top security service	7/2014	03/03/2014	02/03/2019
118	Ex Servicemen Industrial Guards Pvt Ltd	76/2015	11/12/2015	10/12/2020
119	Ex Servicemen Security Service	79/2015	18/12/2015	17/12/2020
120	Excel Security Agency	34/2018	07/03/2018	06/03/2023
121	Excel Security Services	61/2015	23/09/2015	22/09/2020
122	ExMoss	43/2015	08/07/2015	07/07/2020
123	ExServicemen Ideal Security Agencies	54/2015	11/09/2015	10/09/2020
124	ExServicemen Industrial Security Agency	13/2012	31/12/2012	11/11/2017
125	EXSSO Security Service	56/2015	11/09/2015	10/09/2020
126	Fauji Security Services Private Limited	44/2018	17/03/2018	16/03/2023
127	Firsters Security Division	40/2018	13/03/2018	12/03/2023
128	Firsters Security Division	04/2012	28/04/2012	27/04/2017
129	Firsters Security Division and Personal Service	11/2013	11/04/2013	10/04/2018
130	Firsters Security Division And Personal Service	100/2018	13/06/2018	12/06/2023
131	Flora Security Agency	37/2014	07/11/2014	06/11/2019
132	Flora Security Agency	37/2014	07/11/2014	06/11/2019
133	Force Academy Recruitments Private Limited	67/2018	21/04/2018	20/04/2023
134	Force India Management Services And Securities	92/2018	07/06/2018	06/06/2023
135	Force One Guarding Services Pvt Ltd	1/2016	05/01/2016	04/01/2021
136	Force Seven Securities And Investigation Pvt Ltd	21/2013	10/10/2013	09/10/2018
137	Force Ten Protection Services Pvt Ltd	19/2013	10/10/2013	09/10/2018
138	Force Ten Protection Services Pvt Ltd	60/2015	17/09/2015	16/09/2020
139	Force Ten Protection Services Pvt Ltd	76/2018	03/05/2018	16/09/2020
140	Four M Security and Allied Service Private Ltd	34/2015	26/06/2015	25/06/2020
141	Four Stars Guarding Solutions	63/2015	23/09/2015	22/09/2020
142	Future One Facility Management	48/16	19/08/2016	18/08/2021
143	G Force Security	54/2017	18/12/2017	17/12/2022
144	G four S Secure Solutions India Private Limited	08/2013	11/04/2013	10/04/2018
145	G Group Security Agency	24/2015	26/05/2015	25/05/2020
146	G I Security Pvt Ltd	12/2018	31/01/2018	30/01/2023
147	G S S.Security and Placement Services	17/2016	02/04/2016	01/04/2021
148	G Z Security and Facility Management	35/2016	10/06/2016	09/06/2021

149	G.B.Securicorps India	07/2012	24/07/2012	23/07/2017
150	Galaxy Security Service	37/2015	02/07/2015	01/07/2020
151	Gallant Secuirty Group	34/2014	10/10/2014	09/10/2019
152	Garuda Safety Wing Pvt. Ltd	90/2018	07/06/2018	06/06/2023
153	Gentur Security LLP	2/2018	04/01/2018	03/01/2023
154	Gentur Security Services	59/2015	15/09/2015	14/09/2020
155	George Horace Jones Security Agency	14/2017	25/03/2017	08/11/2020
156	George Thomas Puthenveetil Security Agency	9/2015	21/03/2015	20/03/2020
157	GGA Security Agency	02/2014	13/01/2014	12/01/2019
158	Gideon Security Agency	32/2017	16/08/2017	15/08/2022
159	Gill Roy Security	24/2018	20/02/2018	19/02/2023
160	Gillory Security	39/2014	07/11/2014	06/11/2019
161	Glazerpot Facility Management Services LLP	11/2016	15/03/2016	14/03/2021
162	Golden Wings Security And Hospitality Services	41/2016	23/07/2016	22/07/2021
163	Green Corps Facility Management Services Private Limited	31/2017	05/08/2017	04/08/2022
164	Green Corps Facility Management Services Private Limited	31/2017	05/08/2017	04/08/2022
165	Green Placement Security Agency	89/2018	07/06/2018	06/06/2023
166	Grey Matter	78/2015	15/12/2015	14/12/2020
167	Group Seven Guards India Pvt Ltd	13/2013	10/10/2013	09/10/2018
168	Guardian Industrial Security Agency	80/2018	19/05/2018	18/05/2023
169	Gunpoint Security and Manpower	64/2018	21/04/2018	20/04/2023
170	Gunpoint Security And Manpower	54/2016	26/08/2016	25/08/2021
171	Gurkha Force And Allied Services	71/2018	27/04/2018	26/04/2023
172	Gurubani Security Pvt Ltd	57/2017	29/12/2017	28/12/2022
173	Haridasan K Security Agency	17/2014	23/06/2014	22/06/2019
174	Hero Securities	25/2015	27/05/2015	26/05/2020
175	Hira Facility	36/2018	09/03/2018	08/03/2023
176	i Two i Security Systems Pvt Ltd	8/2015	16/03/2015	15/03/2020
177	Indian Securities And Supporting Services	08/2012	24/07/2012	23/07/2017
178	Indraprastha Security And Detective Services Private Limited	24/2017	03/06/2017	02/06/2022
179	Industrial Detective Fire and Security Agencies Pvt Ltd	52/2015	03/08/2015	02/08/2020
180	Industrial Fire Security Organisation	01/2013	23/03/2013	22/03/2018
181	Industrial Fire Security Organisation	11/2018	29/01/2018	22/03/2018
182	Industrial Security Service	55/2015	11/09/2015	10/09/2020
183	Industrial Security Services	39/2018	13/03/2018	12/03/2023
184	INGUARD Security and Protection ISP	17/2018	06/02/2018	05/02/2023
185	Innovsource Pvt Ltd	47/16	19/08/2016	18/08/2021
186	Insight Guarding and Facility Services Private Limited	04/2017	20/01/2017	19/01/2022
187	Interceptor Security And Allied Services	23/2017	18/05/2017	17/05/2022
188	ISS SDB Security Services Private Limited	56/2018	16/04/2018	15/04/2023
189	J D Secure Solutions Pvt Ltd	78/2018	14/05/2018	13/05/2023
190	J Group Security Services	20/2017	19/04/2017	18/04/2022
191	J J Security Home Nursing And Allied Service	58/2016	08/09/2016	07/09/2021
192	J.J.Security	18/2016	02/04/2016	01/04/2021
193	Jacob E.D. Security Agency	52/2018	12/04/2018	11/04/2023
194	Jaguar Security Services Pvt Ltd	33/2014	30/09/2014	29/09/2019
195	Janatha Industrial Sercurity Services	23/2014	30/06/2014	29/06/2019
196	Jet Security Services	14/2018	31/01/2018	30/01/2023

197	Joy Jacob Nanthikatt Security Agency	69/2015	16/11/2015	15/11/2020
198	Jupiter Safety And Security Services	31/2018	25/02/2018	24/02/2023
199	Jyothi Security Agencies	57/2015	11/09/2015	10/09/2020
200	K And K Manpower Security Agencies	53/2016	25/08/2016	24/08/2021
201	K B Jalesh Security Agency	11/2017	04/03/2017	18/07/2021
202	K K Security Services	8/2018	23/01/2018	22/01/2023
203	K K Security Services	8/2018	23/01/2018	22/01/2023
204	K P Labour Supply	74/2015	30/11/2015	29/11/2020
205	K.G.Purushothaman Pillai	11/2012	12/11/2012	11/11/2017
206	Kairali Security Services	02/2013	26/03/2013	25/03/2018
207	Kannur Security Services	14/2016	18/03/2016	17/03/2021
208	Kaval Security Service	06/2012	29/05/2012	28/05/2017
209	Keen Witted Security and House Keeping Services	52/16	25/08/2016	24/08/2021
210	Kerala Ex Servicemen Service Organization Pvt Ltd KEXSO P LTD	77/2018	14/05/2018	13/05/2023
211	Kerala ExServicemen Development Organisation KEXDO	52/2017	06/12/2017	05/12/2022
212	Kerala ExServicemen Welfare Association KEXWA	30/2016	26/05/2016	25/05/2021
213	Kerala Security Force KSF	55/2017	21/12/2017	20/12/2022
214	Key Force Man Power Services Pvt Ltd	10/2016	25/02/2016	24/02/2021
215	Key Lock Services and Agencies	27/2016	20/05/2016	19/05/2021
216	Kookal Group of Security Services	39/2015	02/07/2015	01/07/2020
217	Kore Security Services	11/2015	26/03/2015	25/03/2020
218	KPR Security Services	14/2013	10/10/2013	09/10/2018
219	Krishna kumar Security Agency	53/2015	10/08/2015	09/08/2020
220	Lion Protective Force	23/2016	12/04/2016	11/04/2021
221	Lion Protective Force	14/2014	24/04/2014	23/04/2019
222	Lions Group Security Agency	56/2017	21/12/2017	20/12/2022
223	M A Mathai Security Agency	29/2015	23/06/2015	22/06/2020
224	M Two Four Services Limited Liability Partnership	66/2018	21/04/2018	20/04/2023
225	Macro Security Force Pvt Ltd	70/2018	27/04/2018	28/09/2021
226	Macro Security Force Pvt Ltd	61/16	29/09/2016	28/09/2021
227	Mamatha Consultancy And Security Services	26/2013	20/11/2013	19/11/2018
228	Mankut Facility Management Service Pvt Ltd	57/2016	03/09/2016	02/09/2021
229	Matha Security Service	31/2015	24/06/2015	23/06/2020
230	Mathew K T Security Agency	71/2016	02/11/2016	01/11/2021
231	Metro Security Service	42/2015	06/07/2015	05/07/2020
232	Metro Staffing P Ltd Solutions	79/2018	19/05/2018	18/05/2023
233	Mission First	39/2017	06/11/2017	05/11/2022
234	Modern V R Security Force India Pvt Ltd	21/2016	02/04/2016	01/04/2021
235	N S Associates	03/2014	13/01/2014	12/01/2019
236	N.Raghunath Security Agency	46/2017	14/11/2017	13/11/2022
237	National Security and Social Service NaSS	59/16	20/09/2016	19/09/2021
238	National Security Force	50/2016	23/08/2016	22/08/2021
239	Naveen Security Services	26/2015	28/05/2015	12/01/2020
240	NEST FMC	88/2018	01/06/2018	31/05/2023
241	Netaji Security Guards	46/2018	24/03/2018	23/03/2023
242	New India Security Service And Manpower Agency	98/2018	13/06/2018	12/06/2023
243	New Malabar ExServicemen Security Service	25/2018	20/02/2018	19/02/2023

	Society			
244	Nisa Industrial Services Pvt Ltd	10/2017	02/03/2017	01/03/2022
245	Omkar Security Agency	7/2015	16/03/2015	15/03/2020
246	Omkar Security Agency	24/2013	20/11/2013	19/11/2018
247	Oriental Security Services Agency	31/2016	26/05/2016	25/05/2021
248	P A Star Security Agency	38/2014	07/11/2014	06/11/2019
249	P.S. Security Agency	40/2017	06/11/2017	05/11/2022
250	PA Star Security Agency	38/2014	07/11/2014	06/11/2019
251	Paramilitary Exservice men Security Services	17/2013	10/10/2013	09/10/2018
252	Patriots Security Agency	05/2014	16/01/2014	15/01/2019
253	Peevees Security And Placement Services	29/2017	15/07/2017	14/07/2022
254	Peeye Securities	6/2016	05/02/2016	04/02/2021
255	Pentagon Security Service	21/2015	13/05/2015	12/05/2020
256	Pentagon Security Service	94/2018	07/06/2018	06/06/2023
257	Peregrine Guarding Pvt. Ltd.	51/2017	06/12/2017	05/12/2022
258	Pinakin Security Pvt. Ltd	27/2015	29/05/2015	28/05/2020
259	Pinkatron Securities Pvt Ltd	55/2018	12/04/2018	11/04/2023
260	Poorva Sainika Association	9/2016	25/02/2016	24/02/2021
261	Private eye Pvt Ltd	13/2014	20/03/2014	19/03/2019
262	Pro Interactive Services India Pvt Ltd	12/2015	28/03/2015	27/03/2020
263	Professional Hospitality and Support Services	42/2018	14/03/2018	13/03/2023
264	Professional Security Force	49/2018	09/04/2018	08/04/2023
265	Professional Security Force	65/2018	21/04/2018	20/04/2023
266	Professional Security Guards and Manpower Management	13/2018	31/01/2018	30/01/2023
267	Protective Security Service And Faculty	46/2016	08/08/2016	07/08/2021
268	Quilon Associates	13/2017	24/03/2017	23/03/2022
269	Raforce Security Services Pvt Ltd	16/2018	02/02/2018	01/02/2023
270	Rajabhawan House Keeping	85/2018	01/06/2018	31/05/2023
271	Rajan E K Security Agency	7/2018	23/01/2018	22/12/2020
272	Rajan E K Security Agency	7/2018	23/01/2018	22/12/2020
273	Rajan E K Security Agency	81/2015	23/12/2015	22/12/2020
274	Raju O T Security Agency	77/2016	30/12/2016	29/12/2021
275	Rawen Beck Security India Limited	20/2015	12/05/2015	11/05/2020
276	Red Eagle Industrial Security Agencies	45/2015	17/07/2015	16/07/2020
277	Red Indian Security Force Service	07/2013	26/03/2013	25/03/2018
278	Regi Associates	86/2018	01/06/2018	31/05/2023
279	Reliance Security Agency	3/2017	12/01/2017	11/01/2022
280	Rich Secu Power Security	49/2017	28/11/2017	27/11/2022
281	Rohini House Keeping	25/2013	20/11/2013	19/11/2018
282	Royal Guards And Services	41/2015	06/07/2015	05/07/2020
283	Royal Security Service	1/2012	28/03/2012	27/03/2017
284	Royal Security Service	4/2016	21/01/2016	20/01/2021
285	RSK Guards Private Limited	70/2016	27/10/2016	26/10/2021
286	S Four S Securities And Allied Services	58/2018	21/04/2018	20/04/2023
287	S N K Group	25/14	03/07/2014	02/07/2019
288	Safe Associates	48/2017	20/11/2017	19/11/2022
289	Safecure Services Pvt Ltd	96/2018	13/06/2018	12/06/2023
290	Safety Security Services	51/2018	12/04/2018	11/04/2023
291	SAS Associates	69/16	27/10/2016	26/10/2021
292	Sasidharan Nair PR Security Agency	06/2017	31/01/2017	01/12/2020
293	Sastha Security Services	26/2017	20/06/2017	19/06/2022
294	Sathyam Security Services	13/2016	18/03/2016	17/03/2021

295	SCI International Securities Limited	50/2017	01/12/2017	30/11/2022
296	Scientific Security Mangement Services Private Limited	69/2018	27/04/2018	26/04/2023
297	Seapearl Facilities Management Services Private Limited	25/2017	05/06/2017	04/06/2022
298	Security and Intelligence Services India Limited	62/16	07/10/2016	06/10/2021
299	Security and Intelligence Services India Limited	62/16	07/10/2016	06/10/2021
300	Security For You S Four U	42/2017	06/11/2017	05/11/2022
301	Security Personnel Service	80/2015	21/12/2015	20/12/2020
302	Sentinel Securty Agency and Services	36/2014	07/11/2014	06/11/2019
303	Service Clinic	22/2018	20/02/2018	19/02/2023
304	Sevak Security Service	10/2018	29/01/2018	28/01/2023
305	Shalom Staff Suppliers	38/2015	02/07/2015	01/07/2020
306	Shaolin Private Security and Placement Service	15/2016	18/03/2016	17/03/2021
307	Sharafudeen T Security Agency	43/2016	26/07/2016	25/07/2021
308	Shashi Thomas Security Agency	49/2016	23/08/2014	22/08/2021
309	Shashi Thomas Security Agency	1/2018	03/01/2018	22/08/2021
310	Signature Security Services	15/2013	10/10/2013	09/10/2018
311	Signature Security Solutions	27/2018	20/02/2018	19/02/2023
312	Silver Star Services	16/2013	10/10/2013	09/10/2018
313	Sincere Group of Securities	05/2017	27/01/2017	26/01/2022
314	Sitics Logistic Solutions Pvt. Ltd	30/2018	25/02/2018	24/02/2023
315	Skylark Security Services	47/2017	20/11/2017	19/11/2022
316	Smart Detective And Allied Service India Pvt Ltd.	36/16	13/07/2016	12/07/2021
317	Smart Security and Placement Services	67/16	25/10/2016	24/10/2021
318	Smart Security Service	19/2016	02/04/2016	01/04/2021
319	Smart Security Services	99/2018	13/06/2018	12/06/2023
320	Soldier Security Service	28/2016	20/05/2016	19/05/2021
321	Solve Associates	33/2015	24/06/2015	23/06/2020
322	South Indian Security Service	5/2016	05/02/2016	04/02/2021
323	Southern Associates Securities And Allied Services	9/2018	24/01/2018	23/01/2023
324	Southern Associates Securities And Allied Services	9/2018	24/01/2018	23/01/2023
325	Space Age Security Services	29/14	13/08/2014	12/08/2019
326	Spark Security Services	01/2014	13/01/2014	12/01/2019
327	Special Security Services	22/2013	12/11/2013	11/11/2018
328	Special Security Services	32/2018	25/02/2018	24/02/2023
329	Spider Force	28	15/07/2017	14/07/2022
330	Sree Chittoorappan Securities Services	51/2015	04/08/2015	03/08/2020
331	Srinivasa Ramachandra Dasharathi Security Agency	48/2018	09/04/2018	08/04/2023
332	Stalwart Security Services India Limited	60/16	24/09/2016	23/09/2021
333	Star Security And Placement	10/2012	12/11/2012	11/11/2017
334	Star Security And Placement	35/2018	07/03/2018	06/03/2023
335	Sun Security Services	53/2017	11/12/2017	10/12/2022
336	Superior Security Services	43/2018	14/03/2018	13/03/2023
337	Suraksha Security Services	75/2016	03/12/2016	02/12/2021
338	Suraksha Security Supply Agency	37/2017	06/11/2017	05/11/2022
339	Sylog Management Services Pvt Ltd	54/2018	12/04/2018	11/04/2023
340	T And R Security Services Building	32/2015	24/06/2015	23/06/2020
341	Target Human Resources Pvt Ltd	03/2015	26/02/2015	25/02/2020

342	Terrier Security Services India Pvt Ltd	32/2014	30/09/2014	29/09/2019
343	Tesla Associates	61/2018	21/04/2018	20/04/2023
344	Thampuram Securities	19/2014	23/06/2014	22/06/2019
345	Thazhappillil Devasia Thomas Security Agency	95/2018	18/06/2018	02/05/2023
346	Thazhappillil Devasia Thomas Security And Allied Services	75/2018	03/05/2018	02/05/2023
347	The Cavalier	73/2015	30/11/2015	29/11/2020
348	The Cavalier Security Services	77/2015	15/12/2015	14/12/2020
349	Third Eye Security Services	29/2013	08/11/2013	07/11/2018
350	Third Eye Watchers Security Solutions	93/2018	07/06/2018	06/06/2023
351	Three Star Group Security	65/2015	17/10/2015	16/10/2020
352	Three X Ex Service Man Security Service	15/2015	21/04/2015	20/04/2020
353	Thunder Force Private Limited	35/2017	16/10/2017	15/10/2022
354	Thunder Storm India Security Solutions	34/2016	10/06/2016	09/06/2021
355	Tiger Force Security Service	06/2013	26/03/2013	25/03/2018
356	Time Facility Management Service	34/2017	19/09/2017	18/09/2022
357	TPC Security Services	66/2015	27/10/2015	26/10/2020
358	Trichur Security And Placements	09/2017	22/02/2017	25/03/2018
359	Trichur Security And Placements	81/2018	19/05/2018	18/05/2023
360	Tritan Securities	48/2015	07/08/2015	06/08/2020
361	TSES	49/2015	30/06/2015	29/06/2020
362	Twenty Four by Seven Ex Servicemens Facility and Security	25/2016	13/04/2016	12/04/2021
363	UAE Agencies	2/2012	28/03/2012	27/03/2017
364	Udaya B G Securities Private Limited	22/2017	29/04/2017	28/04/2022
365	Unicorn Guarding And Consultancy Services	2/2015	29/01/2015	28/01/2020
366	United Securities	44/2017	06/11/2017	05/11/2022
367	United Security Society Of Ex Servicemen	04/2014	13/01/2014	12/01/2019
368	Universal Quality Services	15.2014	02/07/2014	01/07/2019
369	V Force Security Services	91/2018	07/06/2018	06/06/2023
370	V Four U Security and Allied Service	26/2016	20/05/2016	19/05/2021
371	V Group Securities and Allied Services	55/16	30/08/2016	29/08/2021
372	V.P. Associates	60/2018	21/04/2018	20/04/2023
373	Vaishnavi Security Service	30/14	16/08/2014	15/08/2019
374	Valeth John Binu Security Agency	07/2017	02/02/2017	15/11/2020
375	Vanguard Force Pvt Ltd	35/2015	27/06/2015	26/06/2020
376	Varghese PC Security Agency	66/16	25/10/2016	24/10/2021
377	Vex India Securitas	82/2018	19/05/2018	18/05/2023
378	Victor Force Security Services	68/2016	26/10/2016	25/10/2021
379	Victory Staff Suppliers	12/2012	12/11/2012	11/11/2017
380	Vigilant Force Security Services	47/2015	27/07/2015	26/07/2020
381	Vigilant Security Services	58/2015	11/09/2015	10/09/2020
382	Vigilante Services Private Limited	84/2018	29/05/2018	28/05/2023
383	Vinod Kumar T Security Agency	65/2016	25/10/2016	24/10/2021
384	VSSR Security And Facility Mangement Services	45/2018	24/03/2018	23/03/2023
385	Warrier FMS India Private Ltd	23/2015	22/05/2015	21/05/2020
386	We Care Facility Management Services	72/2015	30/11/2015	29/11/2020
387	We Care Security Services	19/2017	18/04/2017	17/04/2022
388	We Help Security Agency	41/2018	13/03/2018	12/03/2023
389	We Sure Securities Agency	16/2014	23/06/2014	22/06/2019
390	Well Z	04/2013	26/03/2013	25/03/2018
391	X men Security Agency	5/2015	10/03/2015	09/03/2020

Appendix XI

THE PRIVATE SECURITY AGENCIES (REGULATION) ACT, 2005

#

NO. 29 OF 2005

\$

[23rd June, 2005.]

+

An Act to provide for the regulation of private security agencies and for matters connected therewith or incidental thereto.

BE it enacted by Parliament in the Fifty-sixth Year of the Republic of India as follows:-

@

1.

%

Short title, extent and commencement.

!

1. Short title, extent and commencement.- (1) This Act may be called the Private Security Agencies (Regulation) Act, 2005.

(2) It extends to the whole of India except the State of Jammu and Kashmir.

(3) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

@

2.

%

Definitions.

!

2. Definitions.- In this Act, unless the context otherwise requires,-

(a) "armoured car service" means the service provided by deployment of armed guards along with armoured car and such other related services which may be notified by the Central Government or as the case may be, the State Government from time to time;

(b) "Controlling Authority" means the Controlling Authority appointed under sub-section (1) of section 3;

(c) "licence" means a licence granted under sub-section (5) of section 7;

(d) "notification" means a notification published in the Official Gazette;

(e) "prescribed" means prescribed by rules made under this Act;

(f) "private security" means security provided by a person, other than a public servant, to protect or guard any person or property or both and includes provision of armoured car service;

(g) "private security agency" means a person or body of persons other than a government agency, department or organisation engaged in the business of providing private security services including training to private security guards or their supervisor or providing private security guards to any industrial or business undertaking or a company or any other person or property;

(h) "private security guard" means a person providing private security with or without arms to another person or property or both and includes a supervisor;

(i) "State Government", in relation to a Union territory, includes the Administrator of that Union territory appointed by the President under article 239 of the Constitution.

@

3.

%

Appointment of Controlling Authority.

!

3. Appointment of Controlling Authority.-(1) The State Government shall, by notification, designate an officer not below the rank of a Joint Secretary in the Home Department of the State or an equivalent officer to be the Controlling Authority for the purposes of this Act.

(2) The State Government may, for efficient discharge of functions by the Controlling Authority, provide it with such other officers and staff as that Government considers necessary.

@

4.

%

Persons or Private Security Agency not to engage or provide private security guard without licence.

!

4. Persons or Private Security Agency not to engage or provide private security guard without licence.-No person shall carry on or commence the business of private security agency, unless he holds a licence issued under this Act:

Provided that the person carrying on the business of private security agency, immediately before the commencement of this Act, may continue to do so for a period of one year from the date of such commencement and if he has made an application for such licence within the said period of one year, till the disposal of such application:

Provided further that no private security agency shall provide private security abroad without obtaining permission of the Controlling Authority, which shall consult the Central Government before according such permission.

@

5.

%

Eligibility for licence.

!

5. Eligibility for licence.-An application for issue of a licence under this Act shall only be considered from a person after due verification of his antecedents.

@

6.

%

Persons not eligible for licence.

!

6. Persons not eligible for licence.-(1) A person shall not be considered for issue of a licence under this Act, if he has been-

(a) convicted of an offence in connection with promotion, formation or management of a company (any fraud or misfeasance committed by him in relation to the company), including an undischarged insolvent; or

(b) convicted by a competent court for an offence, the prescribed punishment for which is imprisonment of not less than two years; or

(c) keeping links with any organisation or association which is banned under any law on account of their activities which pose threat to national security or public order or there is information about such a person indulging in activities which are prejudicial to national security or public order; or

(d) dismissed or removed from Government service on grounds of misconduct or moral turpitude.

(2) A company, firm or an association of persons shall not be considered for issue of a licence under this Act, if, it is not registered in India, or having a proprietor or a majority shareholder, partner or director, who is not a citizen of India.

@

7.

%

Application for grant of licence.

!

7. Application for grant of licence.-(1) An application for grant of licence to a private security agency shall be made to the Controlling Authority in such form as may be prescribed.

(2) The applicant shall submit an affidavit incorporating the details in relation to the provisions contained in section 6, ensure the availability of the training for its private security guards and supervisors required under sub-section (2) of section 9, fulfilment of conditions under section 11 and of cases registered with police or pending in a court of law involving the applicant.

(3) Every application under sub-section (1) shall be accompanied by a fee of-

(a) rupees five thousand if the private security agency is operating in one district of a State;

(b) rupees ten thousand if the agency is operating in more than one but up to five districts of a State; and

(c) rupees twenty-five thousand if it is operating in the whole State.

(4) On receipt of an application under sub-section (1), the Controlling Authority may, after making such inquiries as it considers necessary and obtaining no objection certificate from the concerned police authority, by order in writing, either grant a licence or refuse to grant the same within a period of sixty days from the date of receipt of application with complete particulars and the prescribed fee:

Provided that 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.

(5) A licence granted under this section-

(a) shall be valid for a period of five years unless the same is cancelled under sub-section (1) of section 13;

(b) may be renewed from time to time after the expiry of five years, for a further period of five years on payment of such fee as may be prescribed; and

(c) shall be subject to such conditions as may be prescribed.

@

8.

%

Renewal of licence.

!

8. Renewal of licence.-(1) An application for renewal of licence shall be made to the Controlling Authority, not less than forty-five days before the date of expiry of the period of validity thereof, in such form as may be prescribed and shall be accompanied by the requisite fee and other documents required under sections 6, 7 and 11 of this Act.

(2) The Controlling Authority shall pass an order on application for renewal of licence within thirty days from the date of receipt of application complete in all respects.

(3) On receipt of an application under sub-section (1), the Controlling Authority may, after making such inquiries as he considers necessary and by order in writing, renew the licence or refuse to renew the same:

Provided that no order of refusal shall be made except after giving the applicant a reasonable opportunity of being heard.

@

9.

%

Conditions for commencement of operation and engagement of supervisors.

!

9. Conditions for commencement of operation and engagement of supervisors.-(1) Every private security agency shall, within six months of obtaining the licence, commence its activities.

(2) Every private security agency shall ensure imparting of such training and skills to its private security guards and supervisors as may be prescribed:

Provided that the person carrying on the business of private security agency, before the commencement of this Act, shall ensure the required training to its security guards and supervisors within a period of one year from the date of such commencement.

(3) Every private security agency shall, within sixty days from the date of issue of the licence, employ such number of supervisors, as may be prescribed.

(4) A private security agency shall not employ or engage a person as a supervisor unless he fulfils the conditions specified in sub-section (1) of section 10.

(5) While engaging a supervisor of private security guards, every private security agency shall give preference to a person who has experience of serving in the Army, Navy, Air Force or any other Armed forces of the Union or State Police including armed constabularies and Home Guards for a period of not less than three years.

@

10.

%

Eligibility to be a private security guard.

!

10. Eligibility to be a private security guard.-(1) A private security agency shall not employ or engage any person as a private security guard unless he-

(a) is a citizen of India or a citizen of such other country as the Central Government may, by notification in the Official Gazette, specify;

(b) has completed eighteen years of age but has not attained the age of sixty-five years;

(c) satisfies the agency about his character and antecedents in such manner as may be prescribed;

(d) has completed the prescribed security training successfully;

(e) fulfils such physical standards as may be prescribed; and

(f) satisfies such other conditions as may be prescribed.

(2) No person who has been convicted by a competent court or who has been dismissed or removed on grounds of misconduct or moral turpitude while serving in any of the armed forces of the Union, State Police Organisations, Central or State Governments or in any private security agency shall be employed or engaged as a private security guard or a supervisor.

(3) Every private security agency may, while employing a person as a private security guard, give preference to a person who has served as a member in one or more of the following, namely:-

(i) Army;

- (ii) Navy;
- (iii) Air Force;
- (iv) any other armed forces of the Union;
- (v) Police, including armed constabularies of States; and
- (vi) Home Guards.

@

11.

%

Conditions of licence.

!

11. Conditions of licence.--(1) The State Government may frame rules to prescribe the conditions on which licence shall be granted under this Act and such conditions shall include requirements as to the training which the licensee is to undergo, details of the person or persons forming the agency, 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 and also 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.

(2) The State Government may make provision in the rules to verify about imparting of required training by the private security agency under sub-section (2) of section 9 and to review continuation or otherwise of licence of such private security agency which may not have adhered to the condition of ensuring the required training.

@

12.

%

Licence to be exhibited.

!

12. Licence to be exhibited.--Every private security agency shall exhibit its licence or copy thereof in a conspicuous place of its business.

@

13.

%

Cancellation and suspension of licence.

!

13. Cancellation and suspension of licence.-(1) The Controlling Authority may cancel any licence on any one or more of the following grounds, namely:-

- (a) that the licence has been obtained on misrepresentation or suppression of material facts;
- (b) that the licence holder has used false documents or photographs;
- (c) that the licence holder has violated the provisions of this Act or the rules made thereunder or any of the conditions of the licence;
- (d) that the licence holder has misused information obtained by him during the discharge of his duties as the private security agency to any industrial or business undertaking or a company or any other person;
- (e) that the licence holder by using any letter-head, advertisement or any other printed matter or in any other manner represented that the private security agency is an instrumentality of the Government or such agency is or has been using a name different from that for which licence has been granted;
- (f) that the licence holder is or has been impersonating or permitting or aiding or abetting any body to impersonate as a public servant;
- (g) that the private security agency had failed to commence its activities or to engage a supervisor within the specified time period;
- (h) that the licence holder is or has wilfully failed or refused to render the services agreed to any person;
- (i) that the licence holder has done any act which is in violation of a court order or an order of a lawful authority or is or has been advising, encouraging or assisting any person to violate any such order;
- (j) that the licence holder has violated the provisions of the Acts given in the Schedule which may be modified by the Central Government, by notification in the Official Gazette;
- (k) that there have been repeated instances when the private security guard or guards provided by the private security agency-
 - (i) failed to provide private security or were guilty of gross negligence in not providing such security;
 - (ii) committed a breach of trust or misappropriated the property or a part thereof which they were supposed to protect;
 - (iii) were found habitually drunk or indisciplined;

(iv) were found to be involved in committing crimes; or

(v) had connived or abetted a crime against the person or property placed under their charge; or

(1) that the licence holder has done any act which poses a threat to national security, or did not provide assistance to the police or other authority in the discharge of its duties or acted in a manner prejudicial to national security or public order or law and order.

(2) Where the Controlling Authority, for reasons to be recorded in writing, is satisfied that pending the question of cancelling of licence on any of the grounds mentioned in sub-section (1), it is necessary to do so, that Controlling Authority may, by order in writing, suspend the operation of the licence for such period not exceeding thirty days as may be specified in the order and require the licence holder to show cause, within fifteen days from the date of issue of such order, as to why the suspension of the licence should not be extended till the determination of the question of cancellation.

(3) Every order of suspending or cancelling of a licence shall be in writing and shall specify the reasons for such suspension or cancellation and a copy thereof shall be communicated to the person affected.

(4) No order of cancellation of licence under sub-section (1) shall be made unless the person concerned has been given a reasonable opportunity of being heard.

@

14.

%

Appeals.

!

14. Appeals.-(1) Any person aggrieved by an order of the Controlling Authority refusing the licence under sub-section (4) of section 7 or renewal under sub-section (3) of section 8 or order of suspension of licence under sub-section (2) of section 13 or cancellation of licence under sub-section (1) of that section, may prefer an appeal against that order to the Home Secretary of the State Government within a period of sixty days of the date of such order:

Provided that an appeal may be admitted after the expiry of the said period of sixty days if the appellant satisfies the State Government that he has sufficient cause for not preferring the appeal within that period.

(2) Every appeal under sub-section (1) shall be made in such form as may be prescribed and shall be accompanied by a copy of the order appealed against.

(3) Before disposing of an appeal, the State Government shall give the appellant a reasonable opportunity of being heard.

@

15.

%

Register to be maintained by a private security agency.

!

15. Register to be maintained by a private security agency.-(1) Every private security agency shall maintain a register containing-

(a) the names and addresses of the persons managing the private security agency;

(b) the names, addresses, photographs and salaries of the private security guards and supervisors under its control;

(c) the names and addresses of the persons whom it had provided private security guards or services; and

(d) such other particulars as may be prescribed.

(2) The Controlling Authority may call for such information as it considers necessary from any private security agency, supervisor or private security guard to ensure due compliance of the Act.

@

16.

%

Inspection of licence, etc.

!

16. Inspection of licence, etc.-The Controlling Authority or any other officer authorised by it in this behalf may at any reasonable time, enter the premises of the private security agency and inspect and examine the place of business, the records, accounts and other documents connected with the licence and may take copy of any document.

@

17.

%

Issue of photo identity card.

!

17. Issue of photo identity card.-(1) Every private security guard shall be issued a photo identity card, by the private security agency employing or engaging the guard.

(2) The photo identity card under sub-section (1) shall be issued in such form as may be prescribed.

(3) Every private security guard or supervisor shall carry on his person the photo identity card issued under sub-section (1) and shall produce it on demand for inspection by the Controlling Authority or any other officer authorised by it in this behalf.

@

18.

%

Disclosure of information to unauthorized person.

!

18. Disclosure of information to unauthorized person.-(1) Any person who may be or has been employed or engaged as a private security guard by the private security agency shall not divulge to anyone other than the employer, or in such manner and to such person as the employer directs, any information acquired by him during such employment with respect to the work which he has been assigned by such employer, except such disclosure as may be required under this Act or in connection with any inquiry or investigation by the police or as may be required by an authority or process of law.

(2) All private security guards of a private security agency shall render necessary assistance to the police or to such authority in the process of any investigation pertaining to the activities of that agency.

(3) If violation of any law is noticed by any private security guard during the course of discharge of his duties, he shall bring it to the notice of his superior, who in turn shall inform the police either through his employer or agency or on his own.

@

19.

%

Delegation.

!

19. Delegation.-The State Government may, by notification, direct that any power or function (except the powers to make rules under section 25)-

(a) which may be exercised or performed by it, or

(b) which may be exercised or performed by the Controlling Authority, under this Act, may, in relation to such matter and subject to such conditions, if any, as may be specified in the notification, be also exercised or performed by such officer or authority subordinate to the Government or officer subordinate to the Controlling Authority, as may be specified in such notification.

@

20.

%

Punishment for contravention of certain provisions.

!

20. Punishment for contravention of certain provisions.-(1) Any person who contravenes the provisions of section 4 shall be punishable with imprisonment for a term which may extend to one year, or with fine which may extend to twenty-five thousand rupees, or with both.

(2) Any person or private security agency who contravenes, the provisions of sections 9, 10 and 12 of the Act, shall be punishable with a fine which may extend to twenty-five thousand rupees, in addition to suspension or cancellation of the licence.

@

21.

%

Penalty for unauthorized use of certain uniforms.

!

21. Penalty for unauthorized use of certain uniforms.-If any private security guard or supervisor wears the uniform of the Army, Air force, Navy or any other armed forces of the Union or Police or any dress having the appearance or bearing any of the distinctive marks of that uniform, he and the proprietor of the private security agency shall be punishable with imprisonment for a term which may extend to one year or with fine which may extend to five thousand rupees, or with both.

@

22.

%

Offences by companies.

!

22. Offences by companies.-(1) Where an offence under this Act has been committed by a company, every person who at the time the offence was committed was in charge of, and was responsible to, the company for the conduct of the business of the company as well as the company, shall be deemed to be guilty of the offence and shall be liable to be proceeded against and punished accordingly:

Provided that nothing contained in this sub-section shall render any such person liable to any punishment, if he proves that the offence was committed without his knowledge or that he had exercised all due diligence to prevent the commission of such offence.

(2) Notwithstanding anything contained in sub-section (1), where any offence under this Act has been committed by a company and it is proved that the offence has been committed with the consent or connivance of, or is attributable to, any neglect on the part of any director, manager, secretary or other officer of the company, such director, manager, secretary or other officer shall be deemed to be guilty of that offence and shall be liable to be proceeded against and punished accordingly.

Explanation.-For the purposes of this section-

(a) "company" means any body corporate and includes a firm or other association of individuals; and

(b) "director", in relation to a firm, means a partner in the firm.

@

23.

%

Indemnity.

!

23. Indemnity.-No suit, prosecution or other legal proceeding shall lie against the Controlling authority or any other officer authorised by it in respect of anything in good faith done or intended to be done under this Act.

@

24.

%

Framing of model rules for adoption by States.

!

24. Framing of model rules for adoption by States.-The Central Government may frame model rules in respect of all or any of the matters with respect to which the State Government may make rules under this Act, and where any such model rules have been framed the State

Government shall, while making any rules in respect of that matter under section 25, so far as is practicable, conform to such model rules.

@

25.

%

Power of State Government to make rules.

!

25. Power of State Government to make rules.-(1) The State Government may, by notification, make rules for carrying out the provisions of this Act.

(2) In particular, and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:-

(a) the procedure for verification of character and antecedents under clause (c) of sub-section (1) of section 10; the type of training under clause (d) of sub-section (1) of section 10; the physical standard under clause (e) of sub-section (1) of section 10; and other conditions under clause (f) of sub-section (1) of section 10;

(b) the number of supervisors to be employed under sub-section (3) of section 9;

(c) the form of an application for grant of licence under sub-section (1) of section 7;

(d) the form in which the licence to be granted under sub-section (4) of section 7 and conditions subject to which such licence to be granted under section 11;

(e) the form of an application for renewal of licence under sub-section (1) of section 8;

(f) the form under sub-section (2) of section 14 for preferring an appeal;

(g) particulars to be maintained in a register under sub-section (1) of section 15;

(h) the form in which photo identity card under sub-section (2) of section 17 be issued;

(i) any other matter which is required to be, or may be, prescribed.

(3) Every rule made by the State Government under this section shall be laid, as soon as may be after it is made, before each House of the State Legislature where it consists of two Houses, or where such Legislature consists of one House, before that House.

(4) In respect of Union territories, every rule made to carry out the provisions of the Act shall be laid before each House of Parliament and where there exists a Legislative Assembly, before that Assembly.

@

THE SCHEDULE

%

[See section 13(1)(j)]

!

THE SCHEDULE

[See section 13(1)(j)]

(1) The Payment of Wages Act, 1936 (4 of 1936).

(2) The Industrial Disputes Act, 1947 (14 of 1947).

(3) The Minimum Wages Act, 1948 (11 of 1948).

(4) The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952).

(5) The Payment of Bonus Act, 1965 (21 of 1965).

(6) The Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970).

(7) The Payment of Gratuity Act, 1972 (39 of 1972).

(8) The Equal Remuneration Act, 1976 (25 of 1976).

(9) The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (30 of 1979).

T. K. VISWANATHAN,

Secy. to the Govt. of India.

Appendix XII

Kerala State Rules 2010 of Private Security Agencies Regulation Act 2005

© Government of Kerala
കേരള സർക്കാർ
2010



Reg. No. അർ നമ്പർ
KL/TV(N)/2009-2011

KERALA GAZETTE കേരള ഗസറ്റ് EXTRAORDINARY

അസാധാരണ

PUBLISHED BY AUTHORITY
ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്

Thiruvananthapuram, Friday	18th June 2010 2010 ജൂൺ 18	No. 1387
തിരുവനന്തപുരം, വെള്ളി	28th Jyaishtika 1932 1932 ജ്യേഷ്ഠ 28	

GOVERNMENT OF KERALA

Home (G) Department

NOTIFICATION

O. (Ms.) No. 134/2010/Home. Dated, Thiruvananthapuram, 18th June, 2010.
S. R. O. No. 589/2010.—In exercise of the powers conferred by section 25 of the Private Security Agencies (Regulation) Act, 2005 (Central Act 29 of 2005), Government of Kerala hereby make the following rules, namely:—

RULES

1. *Short title and commencement.*—(1) These rules may be called the Kerala Private Security Agencies Rules, 2010.
(2) They shall come into force at once.
2. *Definitions.*—(1) In these rules, unless the context otherwise requires,—
(a) "Act" means the Private Security Agencies (Regulation) Act, 2005 (Central Act 29 of 2005);

33244/2010/DIP

26

Form IX
(See rule 15)

PHOTO-IDENTITY CARD FOR PRIVATE SECURITY GUARD/ SUPERVISOR IN PRIVATE SECURITY AGENCY (Name of the Private Security Agency)

Name:
Official Designation:
Date of Issue:
Valid up to:
Signature of the card holder:

Photograph of
the Holder duly
attested by the
issuing
authority

Signature of the Issuing Authority

(Office seal)

PRINTED AND PUBLISHED BY THE SUPERINTENDENT OF GOVERNMENT PRESSSES
AT THE GOVERNMENT CENTRAL PRESS, THIRUVANANTHAPURAM, 2010.

- (b) "Agency" means the Private Security Agency;
- (c) "Controlling Authority" means an officer designated by State Government, by notification, under section 3 of the Act.
- (d) "Form" means, a Form appended to these rules;
- (e) "Licence" means a licence granted under the Act.

(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. *Verification of the antecedents of the applicant.*—(1) Every applicant while making an application to the Controlling Authority for grant of a licence or renewal of such licence, shall enclose Form I for verification of his character and antecedents. If the applicant is a company, a firm or an association of persons the application shall be accompanied by Form I for every proprietor or majority shareholder, partner or director of the company, as if they were independent applicants.

(2) On receipt of the application, the Controlling Authority shall make such inquiries, as it considers necessary to verify the contents of the application and particulars in Form I.

(3) The Controlling Authority shall obtain a no objection certificate from the Superintendent of Police or the Commissioner of Police, as the case may be, of the District where the Agency intends to commence its activities. For this purpose a copy of the application for licence and its attachments have to be sent to such officer for verification and report who in turn shall forward the attachments for verification to the Superintendent of Police (Security), State Special Branch Crime Investigation Department (SBCID) for verification and report.

(4) The Superintendent of Police or Commissioner of Police shall, while forwarding no objection certificate furnish additional information,—

- (i) whether the applicant or the company earlier operated any Private Security Agency, either individually or in partnership of others or otherwise 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.

4. *Verification of character and antecedents of the private security guard and supervisor.*—(1) Before a 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 anyone or more of the following manners,—

- (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;
- (c) by relying on the report of the police authorities signed under the authority of the Superintendent of Police or Commissioner of Police of the district concerned or an officer of the equivalent or higher rank;

Provided that the Agency does not have any adverse report regarding the character and antecedent of the person from any other source.

(2) The person desirous of getting employed or engaged as security guard or supervisor shall submit his particulars in Form II to the Agency. If the person has resided in more than one district during the preceding five years of submitting Form II, the number of forms shall be as many as the number of districts.

(3) The Agency shall verify the particulars in Form II by an inquiry into it either by itself or through the Superintendent of Police or Commissioner of Police concerned.

(4) Where Form II is forwarded to the district Superintendent of Police or Commissioner of Police for verification, the Agency shall pay a fee of Rupees two hundred and fifty if the person concerned is residing within the State, or Rupees five hundred if he is residing outside the State by a Demand Draft or Banker's Cheque drawn in favour of the "Director General of Police, Kerala, Thiruvananthapuram- 695 010," payable at Thiruvananthapuram.

(5) The Police authorities shall through their respective Crime Record Bureaus establish the 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. They shall also verify the record of the police station concerned and other records at the District Police Headquarters before preparing the report on verification of character and antecedents. This report shall contain the comments of the police on every claim of the person in Form II and also a general report about his activities including his means of livelihood during the period under verification. The report of Police shall

specifically state whether there is a criminal case registered against the person — any point of time or he has ever been convicted of criminal offence punishable with imprisonment or not.

(6) The police shall specifically comment if the engaging or employing the person under verification by the Private Security Agency will pose a threat to national security or public order.

(7) The police authorities shall within ninety days of receipt of Form II furnish a character and antecedent verification report.

(8) The report of the police regarding character and antecedents of a person shall be confidential, and addressed in a named cover to a designated officer of the Security Agency requesting for the report.

(9) Character and antecedent verification report once issued, shall remain valid for three years:

Provided that the Superintendent of Police may cancel the report at any time before the said period for reasons to be recorded in writing.

Provided further that no such cancellation shall be done without affording an opportunity for hearing to the Agency and the person concerned.

(10) Where a Police Report is cancelled under sub-rule (9), the certificate of character and antecedent issued based on such report shall stand cancelled and the Agency shall terminate the engagement or employment of such person as Private Security Guard or Supervisor.

(11) The Agency shall either based on report of the Superintendent of Police or Commissioner of Police, as the case may be or having been satisfied as to the correctness of the particulars of the applicant by an inquiry conducted by itself, issue Character and Antecedent Certificate in Form III.

Provided that no such Certificate shall, except in circumstances where the police report is cancelled by the Superintendent of Police under sub-rule (9), be cancelled or withdrawn even if the person ceases to be an employee of the Agency.

5. *Security training.*—(1) The Controlling Authority shall frame a detailed training syllabus required for training the private security guards including supervisors. The training shall be for a minimum period of hundred hours of classroom instruction and sixty hours of field training, spread over at least twenty working days:

9

Provided that the ex-servicemen and former police personnel shall 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) The syllabus for training shall include the following subjects, 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;
- (e) crowd control;
- (f) examining identification papers including identity cards, passports and smart cards;
- (g) should be able to read and understand 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 disaster 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) rudimentary 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 by public and police;
- (p) use of security equipments and devices (for example, security alarms and screening equipments); and
- (q) leadership and management (for supervisors only).

(3) Each security guard shall successfully complete the training and on completion thereof each successful trainee shall be awarded a certificate in Form IV by the training institute or organisation.

(4) The Controlling Authority or Competent Authority shall either by themselves or through officers authorized in that behalf conduct not less than two inspections in every year at the training organisation or institution conducting the training prescribed for engagement or employment as a Private Security Guard or Supervisor and ensure that the training is conducted as per the syllabus and the facility provided by the organisation or institution is sufficient for the purpose.

(5) All the Agencies shall submit a list of successful trainees to the Controlling Authority in the manner as specified by it.

6. *Standard of physical fitness for security guards.*—(1) No person shall be eligible for being engaged or employed as security guard unless he fulfills the following physical standards, namely:—

(i) *Height, Weight and Chest Measurements.*—In respect of men, the height shall not be less than 160 centimeters and in respect of women, the height shall not be less than 150 centimeters. Weight shall be according to standard table of height and weight. For men, the chest measurement shall not be less than 80 centimeters round the chest on full inspiration with a minimum expansion of 4 centimeters. There shall be no such chest measurement for women.

(ii) *Eye sight.*—Far sight vision 6/6, near vision 0.6/0.6 with or without correction; free from colour blindness; must be able to identify and distinguish colour display in security equipments and to read and understand display in English alphabets and Arabic numerals;

(iii) *Hearing.*—Free from defect; must be able to hear and respond to the spoken voice and the alarms generated by security equipments;

(iv) must be free from knock knee and flat foot and should be able to run one kilometre in six minutes;

(v) must have dexterity and strength to perform searches, handle objects and use force for restraining the individuals in case of need.

(2) A candidate shall be free from any evidence of having contagious or infectious disease. He shall not suffer from any disease which is likely to be aggravated by service or is likely to render him unfit for service as private security guard or endanger the health of the public.

(3) Agency shall ensure that every private security guard working for it undergoes a medical examination at least once in every twelve months so as to ensure that the physical standard as prescribed for the entry level is maintained throughout his service as private security guard.

7. *Supervisors.*—(1) There shall be one supervisor to supervise the work of not more than fifteen private security guards.

(2) In case where the private security guards are on security duty in different premises and it is not practical to supervise their work by a single supervisor, the Agency shall depute more number of supervisors so that at least for every six private security guards there shall be one supervisor.

8. *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 V and shall be accompanied by the fee as specified in sub-section (3) of section 7 of the Act, by way of demand draft or banker's cheque drawn in favour of the Controlling Authority, Joint Secretary, Home Department, Government Secretariat and payable at Thiruvananthapuram.

(2) Every application referred to in sub-rule (1) shall be either personally delivered to the Controlling Authority, Joint Secretary, Home Department, Government Secretariat, Thiruvananthapuram or sent to him by registered post.

Provided that where an application is delivered personally, the Controlling Authority shall after noting thereon the date of receipt of the application, grant an acknowledgment thereof to the applicant.

9. *Grant of licence.*—(1) The Controlling Authority, after receiving an application under sub-rule (1) of rule 8, shall grant a licence to the private security agency in Form VI after completion of 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 may, review the continuation or otherwise of a licence of such security agencies which have not adhered to the conditions of ensuring the required training.

10. *Conditions for grant of licence.*—(1) The licensee shall successfully undergo a training relating to the private security service as may be specified by the Controlling Authority within the time frame fixed by it.

(2) The licensee shall furnish to the Controlling Authority the name, parentage, date of birth, permanent address, address for correspondence and the principal profession of each person forming the Agency within fifteen days of receipt of the licence.

(3) The licensee shall inform the Controlling Authority regarding any change in the address of persons forming the Agency, change of management within seven days of such change and such other information, as may be called for.

(4) The licensee shall immediately intimate to the Controlling Authority about any criminal charge framed against any person forming the Agency or against the private security guard or supervisor engaged or employed by the Agency during the course of their performance of duties as private security agency or guard or supervisor as the case may be. 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 specified in these rules and the condition on which the licence is granted.

(6) Save as provided in these rules, no fee paid for the grant of licence shall be refunded.

11. *Renewal of licence.*—(1) Every application by an Agency for renewal of the licence shall be made to the Controlling Authority in Form V.

(2) The fees payable for renewal of the licence shall be the same as that for the grant of a licence.

12. *Conditions for renewal of licence.*—The renewal of the licence shall be allowed subject to the following conditions, namely:—

(i) The applicant continues to maintain his principal place of business within the jurisdiction of the Controlling Authority;

(ii) The applicant continues to ensure the availability of the training for its private security guards and supervisors as required under sub-section (2) of section 9 of the Act;

(iii) The applicant continues to adhere to the conditions of licence.

(iv) The police shall have no objection to the renewal of the licence to the applicant.

13. *Appeals and procedure.*—(1) Every appeal under sub-section (1) of section 14 of the Act shall be preferred in Form VII signed by the aggrieved person and presented to the Secretary to Government, Home Department, Government of Kerala, Secretariat, Thiruvananthapuram-695 001, in person or sent to him by registered post along with a fee of Rupees five-hundred.

(2) The fee shall be paid by means of Demand Draft or Bankers Cheque drawn in favour of the Secretary to Government, Home Department, Secretariat, Thiruvananthapuram.

(3) Every such appeal shall be accompanied by a copy of the order appealed against.

14. *Register to be maintained by the Agency.*—The register required to be maintained by the Agency under section 15 of the Act shall be kept in Form VIII.

15. *Photo identity card.*—(1) Every photo identity card issued by the Agency under sub-section (2) of section 17 of the Act shall be in Form IX.

(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.

(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 immediately be brought to the notice of the Agency that issued it.

16. *Other conditions.*—(1) Notwithstanding whether the Agency mandates its private security guards wear uniform while on duty or not, every private security agency shall issue and make it obligatory for its security guards to wear,—

(a) an arm badge distinguishing the agency;

(b) shoulder or chest badge to indicate his position in the organisation;

(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, it shall neither be too tight nor too loose as to obstruct movement or bending of limbs.

(3) Every private security guard shall be provided with a notebook or writing pad and a pen while on duty.

(4) Every private security guard shall while on active security duty 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.

By order of the Governor,

K. JAYAKUMAR,
Additional Chief Secretary to Government.

Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport.)

Section 25 of the Private Security Agencies (Regulation) Act, 2005 empowers Government to make Rules for carrying out the purposes of the Act. Government have decided to make Rules accordingly.

This notification is intended to achieve the above object.

FORM I
[See rule 3 (1)]

FORM FOR VERIFICATION OF ANTECEDENTS OF APPLICANT IN PRIVATE SECURITY AGENCY

Thumb Impression* of the Applicant:

Signature of the Applicant:

Paste your
passport size
photograph
attested by
Class I
Gazetted Officer

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

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 shall render the applicant unsuitable for grant of license.)

1. Name of the 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 and Country.....

12

6. Full Name of the Father/Legal Guardian's Full Name (including surname, if any) (Initials not allowed):
7. Full Name of the Mother (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 Door No., Street Name/Police Station, Village, Taluk and District (with Pin Code):
- Telephone No./Mobile No.
10. Please give the date from which he is residing at the above mentioned address: DD/MM/YYYY
11. Permanent Address including, Door No., Street Name/Police Station, Village, Taluk 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 years. Forms may be photocopied, but photograph and signature in original are required on each form

From..... To..... From..... To.....

13. In case of residence or domicile abroad, particulars of all places where you have resided or domiciled 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 Marks:

13

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/Descend/Registration/Naturalisation? 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 judgment):

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 its accuracy.

Date:
Place:
(Signature/T.I. *of applicant)

20. Enclosures:

(Signature/T.I. *of applicant)

Left Hand Thumb Impression, If Male and Right Hand Thumb Impression, if Female

For Office use only

File No.:

Date of issue of Character and Antecedents Report:

Signature of Officer in-charge of Police Station

Name of Police Station:

Name of Police District:

N.B. Cancel whatever is not applicable.

Form II
(See rule 4)

FORM FOR VERIFICATION OF CHARACTER AND ANTECEDENTS
OF SECURITY GUARDS AND SUPERVISORS IN
PRIVATE SECURITY AGENCY

Thumb Impression* of the Applicant:

Signature of the Applicant:

Form Number sent for police verification	Name of the police station	Date

Paste your
passport size
photograph
attested by
Class I
Gazetted Officer

Fee Amount Rs. **

Name of Bank

Date of Issue

** Fee shall be Rs. 1000 (Rupees one thousand only) for applicants whose residence or domicile is within the state and Rs. 2000 (Rupees two thousand only) for those who are resident outside the State.

*** The fee amount shall be payable by a Demand Draft or Bankers Cheque drawn in favour of the "Director General of Police, Kerala, Thiruvananthapuram 695 010" and payable at Thiruvananthapuram.

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/engagement in the Private Agency.)

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 and Country:

6. Full Name of the Father (including surname, if any) (Initials not allowed):

7. Full Name of the Mother (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 Door No., Street Name/Police Station, Village, Taluk and District (with PIN Code):
Telephone No./Mobile No.:

10. Please give the date from which he is residing at the above mentioned address: DD/MM/YYYY

11. Permanent Address including Door No., Street Name/Police Station, Village, Taluk and District (with PIN Code):

12. If you have not resided at the address given at column 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 years. Forms may be photocopied, but photograph and signature in original are required on each form. From To
From To

13. In case of residence or domicile 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 posts held along with name and address of employer:

16

(c) Reason for leaving last employment:

(d) Visible Distinguishing Mark:

(e) Height (cms.):

15. Are you working in Central Government/State Government/Public Sector Undertaking/Statutory Bodies: Yes/No

16. Are you a citizen of India by: Birth/Decent/Registration/Naturalisation? 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 judgment):

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 its accuracy.

(Signature/T.I. *of applicant)

(*Left Hand Thumb Impression, If Male and Right hand Thumb Impression, if Female)

Date:

Place:

17

21

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

Name:

Address:

Mobile/Tel. No.

22. Enclosures:

(Signature/T.I. * of applicant)

For office use only

File No.

Date of issue of Character and Antecedents Report:

(Signature of the Officer in-charge of the Police Station)

Name of Police Station:

Name of Police District:

N.B.—Cancel entries not applicable.
13/04/12.

18

FORM III

[See rule 4 (10)]

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 :

Educational qualification :

Profession :

Present address :

Permanent address :

Issuing Authority :

Signature

Name :

Designation :

Address/Telephone No. :

Date of issue :

(Office Seal)

19

FORM IV

[See rule 5(3)]

TRAINING CERTIFICATE

Serial Number :

Name of the Training Agency :

Address of the Training Agency :

Licence No. :

Certified that resident of son/daughter of
 has completed the
 training prescribed for engagement or employment as a private security guard
 conducted by this institution from to

Signature of issuing authority

Designation

Place of issue :

Date of issue :

(Office Seal)

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

To

The Joint Secretary and the Controlling Authority,
Home Department, Government Secretariat,
Thiruvananthapuram.

The undersigned hereby applies for obtaining a licence to run the business of operating services 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 with 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 the facilities available :
9. Qualifications of staff engaged for imparting instructions:

Name :
Age :
Designation :

10. Equipments which will be used for security services :

- (a) Door Framed Metal Detector (DFMD) :
- (b) Hand Held Metal Detector (HHMD) :
- (c) Mine Detector :
- (d) Other detectors :

- (i) Wireless Telephones :
- (ii) Alarm Devices :
- (iii) Armoured Vehicles :
- (iv) Arms :

11. The particulars of the uniform including colour 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 Districts

1.
2.
3.
4.
5.

13. Does the applicant intend to operate in the entire State?

22

14. Does the applicant possess the training facility in its own or will get it on outsourcing basis? The name and address of training facility should be furnished

15. Details of Fee*

Amount of fee Rs.
 Name of Bank
 D.D./Cheque No.
 date

*Fee shall be rupees five thousand only if the Agency is operating in one District in the State, rupees ten thousand only if the Agency is operating in more than one but up to five districts in the State and rupees twenty-five thousand if it is operating in the whole State. The fee for renewal of licence shall also be the same.

Name of the applicant

Address of the applicant

Telephone number of the applicant

Date of application

Enclosure:-

1. Form I for verification of antecedents.
2. Copy of current Income-tax Clearance Certificate.
3. Affidavit as prescribed in sub-section (2) of section 7 of the Act.
4. Other enclosures, if any.

23

FORM VI

[See rule 9 (1)]

GOVERNMENT OF KERALA

LICENCE TO ENGAGE IN THE BUSINESS OF PRIVATE SECURITY AGENCY

Serial No. :

Date:

Shri (Name of the applicant)

So Resident of

(Full Address)

is granted the licence by the Controlling Authority for the State of Kerala to run a Private Security Agency in the district(s) of/State of (Strike off the inapplicable 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:

(Office Seal)

Renewal

(See rule 11)

Signature

Date of Renewal

Date of expiry

Signature

Name of Renewing Authority

Designation

Official Address:

BEFORE THE SECRETARY TO GOVERNMENT, HOME DEPARTMENT,
GOVERNMENT SECRETARIAT, THIRUVANANTHAPURAM- 695 001
(An Appeal Under Section 14 of the Act)

Appellant:

Son of Resident of

Versus

Respondent: Controlling Authority.

The above name appeal to the
(State Home Secretary) from the order of (Controlling Authority
dated day of and against the refusal of grant
licence/renewal to run Private Security Agency or suspension of licence
..... and sets forth the following grounds of appeal to the
order of the Controlling Authority namely

1.
2.
3.
4.

List of documents enclosed:

Signature

Name and designation of the appellant

Place:

Date:

REGISTER OF PARTICULARS IN PRIVATE SECURITY AGENCY

Part I—Management details

Serial No.	Name of Person(s) managing the Agency	Father's name	Present Address and Phone No.	Permanent Address	Nationality	Date of joining/leaving the Agency
1.						

Part II—Private Security Guards and Supervisor

Serial No.	Name of Guard/Supervisor	Father's name and Address	Present Address and Phone No.	Date of joining/leaving the Agency	Permanent Address	Photograph	Identification Number	Salary with date
1.								
2.								
3.								

Part III—Customers

Serial No.	Name of the Customer and Phone Number	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 Roster

Serial No.	Name of the Private Security Guard/Supervisor	Address of the Place of duty	Date and time of commencement of duty	Date and time of ending of duty

Appendix XIII

ഗുലാത്തി ഇൻസ്റ്റിറ്റ്യൂട്ട് ഓഫ് ഫിനാൻസ് ആൻഡ് ടാക്സേഷൻ

പ്രീ റിക്രൂട്ട്മെന്റ് ട്രെയിനിംഗ് സെന്റർ, കോഴിക്കോട് നടത്തുന്ന
സൈനിക-അർദ്ധസൈനിക-സെക്യൂരിറ്റി ഗാർഡ് പരിശീലനത്തിന്റെ
ഫലപ്രാപ്തിയെക്കുറിച്ചുള്ള മൂല്യനിർണ്ണയനം

1. പേര് :
2. വിലാസം :
:
:
3. ഫോൺ നമ്പർ :
4. പി.ആർ.ടി.സിയിലെ അഡ്മിഷൻ വിവരങ്ങൾ

1. ചേർന്ന വർഷം	2. മാസം	3. ബാച്ചു	4. റോൾ നമ്പർ
5. ഏത് പരിശീലനം : 1. സായുധസേന ☐ 2. സെക്യൂരിറ്റി ഗാർഡ് ☐
6. ഈ കോഴ്സിനെക്കുറിച്ച് നിങ്ങൾ എവിടെ നിന്നാണ് അറിഞ്ഞത്?
 1. പി.ആർ.ടി.സിയിലെ പരസ്യത്തിൽ നിന്ന് ☐ 2. പട്ടികജാതി വികസന വകുപ്പിന്റെ പരസ്യത്തിൽ നിന്ന് ☐ 3. എസ്.സി.പ്രമോട്ടർ ☐ 4. വാർഡ് മെമ്പർ ☐
 5. മറ്റുള്ളവ (വ്യക്തമാക്കുക) :
7. പരിശീലനം പൂർത്തിയാക്കിയോ? 1. പൂർത്തിയാക്കി ☐ പൂർത്തിയാക്കിയില്ല ☐
8. പൂർത്തിയാക്കിയില്ലെങ്കിൽ എന്താണ് കാരണം?
9. നിങ്ങളുടെ പരിശീലനത്തിനാവശ്യമായ ധനസഹായം പി.ആർ.ടി.സിക്ക് നൽകിയത് ആരാണ്?
 1. പട്ടികജാതി വികസന വകുപ്പ്, ☐ 2. ഗ്രാമ/ബ്ലോക്ക്/ജില്ലാ പഞ്ചായത്ത്-കോർപ്പറേഷൻ-മുനിസിപ്പാലിറ്റി ☐
 -(പേര് എഴുതുക) 3. അറിയില്ല ☐
10. പരിശീലന കാലയളവിൽ നിങ്ങൾക്ക് പരിശീലനത്തിനുപരിയായി എന്തൊക്കെ സേവനങ്ങൾ പി.ആർ.ടി.സിയിൽ നിന്നും ലഭിച്ചു?
 1. ഭക്ഷണം ☐ 2. താമസം ☐ 3. സ്റ്റൈഫൻഡ് ☐(തുക) 4. യൂണിഫോം ☐ 5. പാനോപകരണങ്ങൾ ☐ 6. യാത്രാപ്പടി ☐(തുക) 7. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക)
11. പരിശീലനത്തിനായി നിങ്ങൾ എന്തെങ്കിലും ഫീസ് പി.ആർ.ടി.സിയിൽ അടച്ചിട്ടുണ്ടോ?
 1. ഉണ്ട് ☐ 2. ഇല്ല ☐
12. ഉണ്ടെങ്കിൽ 1. എത്ര രൂപ..... 2. എന്താവശ്യത്തിനാണ്?
13. പരിശീലനം കഴിഞ്ഞതിനുശേഷം സായുധസേന-അർദ്ധസൈനിക വിഭാഗങ്ങൾ തുടങ്ങിയവയിലേയ്ക്കുള്ള തൊഴിലവസരങ്ങളെക്കുറിച്ച് പി.ആർ.ടി.സി നിങ്ങൾക്ക് അറിയിപ്പു നൽകിയിട്ടുണ്ടോ? 1. ഉണ്ട് ☐ 2. ഇല്ല ☐
14. ഉണ്ടെങ്കിൽ എത്ര പ്രാവശ്യം?
15. പരിശീലനം കഴിഞ്ഞ് യഥാർത്ഥ റിക്രൂട്ട്മെന്റ് താങ്കൾ ഹാജരായിട്ടുണ്ടോ? 1. ഉണ്ട് ☐ 2. ഇല്ല ☐

16. ഉണ്ടെങ്കിൽ ആ യഥാർത്ഥ റിക്രൂട്ട് മെന്റിന ഹാജരാകുന്നതിന മുമ്പ് പി.ആർ.ടി.സി യിൽ നിന്നും സൗജന്യ റിഫ്രഷർ ട്രയിനിംഗ് ലഭിച്ചിട്ടുണ്ടോ? 1. ലഭിച്ചു ☐ 2. ലഭിച്ചില്ല ☐
17. ഇല്ലെങ്കിൽ കാരണം വ്യക്തമാക്കുക
ക.....
18. കോഴ്സ് കഴിഞ്ഞ് ജോലി ലഭിച്ചോ? 1. ലഭിച്ചു ☐ 2. ലഭിച്ചില്ല ☐
19. ലഭിച്ചെങ്കിൽ നിയമനത്തിന്റെ സ്വഭാവം: 1. സ്ഥിരം ☐ 2. താൽക്കാലികം ☐
20. ജോലി ലഭിച്ച സ്ഥാപനം.....
.....
21. ഇപ്പോൾ ആ ജോലിയിൽ ചെയ്യുന്നുണ്ടോ? 1. ഉണ്ട് ☐ 2. ഇല്ല ☐
22. ഇല്ലെങ്കിൽ ആ ജോലി അവസാനിപ്പിക്കാനുണ്ടായ കാരണം
:.....
.....
23. ജോലി ഉണ്ടെങ്കിൽ പ്രതിമാസ ശമ്പളം.....
24. ഈ പരിശീലന കോഴ്സിനിടയിൽ നിങ്ങൾക്ക് എന്തെങ്കിലും വൈഷമ്യങ്ങൾ നേരിട്ടുണ്ടോ?
1. ഉണ്ട് ☐ 2. ഇല്ല ☐
25. ഉണ്ടെങ്കിൽ വ്യക്തമാക്കുക.....
.....
.....
.....
26. ഈ പരിശീലന കോഴ്സ് പൂർത്തിയായതിനുശേഷം നിങ്ങൾക്ക് എന്തെങ്കിലും വൈഷമ്യങ്ങൾ നേരിട്ടുണ്ടോ?
1. ഉണ്ട് ☐ 2. ഇല്ല ☐
27. ഉണ്ടെങ്കിൽ വ്യക്തമാക്കുക.
.....
.....
.....
.....
28. ഈ പരിശീലന പരിപാടിയിലൂടെ നിങ്ങൾക്കുണ്ടായ നേട്ടങ്ങൾ എന്തൊക്കെയാണ്?
.....
.....
.....

29. നിങ്ങളുടെ അഭിപ്രായം രേഖപ്പെടുത്തുക

ക്രമ നമ്പർ	Particulars	Opinion / Satisfaction Level (ü tick the most appropriate option)					Comments/ Suggestions
		Poor	Fair	Good	Very Good	Excellent	
I	സൗകര്യങ്ങളെക്കുറിച്ച്						
	1. കെട്ടിടം						
	2. ക്ലാസ് റൂം						
	3. കമ്പ്യൂട്ടർ ലാബ്						
	4. ലൈബ്രറി						
	5. ഭക്ഷണം						
	6. താമസം						
	7. യൂണിഫോം						
	8. കുടിവെള്ളം						
	9. ടോയ്ലറ്റ്						
	10. ട്രയിനിംഗ് ഗ്രൗണ്ട്						
	11. പരിശീലനോപകരണങ്ങൾ						
	12. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക)						
II	പരിശീലന പരിപാടി/സിലബസ്						
	1. കാലയളവ്						
	2. പഠിപ്പിക്കുന്ന വിഷയങ്ങൾ						
	3. പരിശീലനത്തിന്റെ സ്വഭാവം						
	4. റിക്രൂട്ട്മെന്റിനായുള്ള പ്രത്യേക പരിശീലനം						
	5. പാഠ്യേതര പ്രവർത്തനങ്ങൾ						
	6. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക)						
III	സ്ഥാപന ഭരണം- സ്റ്റാഫുകൾ						
	1. പ്രിൻസിപ്പൽ						
	2. അധ്യാപകർ						
	3. അധ്യാപകകേതര ജീവനക്കാർ						
IV	സ്വയം വിലയിരുത്തൽ						
	1. ശാരീരിക ക്ഷമതയുടെ പുരോഗതി						
	2. മാനസിക ക്ഷമതയുടെ പുരോഗതി						
	3. തൊഴിൽസാധ്യതയുടെ വർദ്ധനവ്						
V	വിലയിരുത്തൽ						
	1. ഈ പരിശീലന പരിപാടിയെ						
	2. ഈ സ്ഥാപനത്തിന്റെ പ്രവർത്തനത്തെ						

30. ഈ പരിശീലന പരിപാടി കുറച്ചുകൂടി കാര്യക്ഷമമായി നടപ്പിലാക്കാൻ നിങ്ങളുടെ നിർദ്ദേശങ്ങൾ എന്തൊക്കെയാണ്?

.....

.....

.....

.....

.....

മറ്റു വ്യക്തിഗത വിവരങ്ങൾ

31. വിദ്യാഭ്യാസ യോഗ്യത

:.....

32. പരിശീലനത്തിന് ചേർന്ന കാലയളവിലെ റേഷൻകാർഡിന്റെ തരം : 1. എ.പി.എൽ ☐

2. ബി.പി.എൽ ☐

33. വിഭാഗം: 1.പട്ടികജാതി ☐ 2.പട്ടികവർഗ്ഗം ☐ 3. സമുദായം.....



An Autonomous Institution, Thiruvananthapuram, Kerala

12/7/2018 ഗുലാത്തി ഇൻസ്റ്റിറ്റ്യൂട്ട് ഓഫ് ഫിനാൻസ് ആൻഡ് ടാക്സേഷൻ, ചാവടി മുക്ക്, ശ്രീകാര്യം, തിരുവനന്തപുരം. ഫോൺ. 0471-2593960. ബന്ധപ്പെടാനുള്ള നമ്പർ. ഡോ.യു.പി.അനിൽ 9447269504



GULATI INSTITUTE OF FINANCE AND TAXATION

(An Autonomous Institution of Government of Kerala)

GIFT Campus, Chavadinukku, Sreekaryam P.O,

Thiruvananthapuram – 695017, Kerala, India.

Phone: +91-471-2596960, 2596970, 2596980, 2590880

Fax: +91-471-2591490

E-mail: giftkerala@gmail.com

Website: www.gift.res.in