

REF.NO.: SGB/Chairman/2024-1209.  
Office of the .....  
SECURITY GUARDS BOARD FOR  
BRIHAN MUMBAI & THANE DISTRICT.  
D-301/E-301, SANPADA RAILWAY  
STATION COMPLEX, SANPADA,  
NAVI MUMBAI 400 705.  
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DATE :- 5 February, 2024

**ORDER**

**Sub :- Increase in the Special Allowance/Dearness Allowance & H.R.A. w.e.f. 1<sup>st</sup> January, 2024 and an application of provision of Workmen's Compensation for the Security Personnel who are out of scope of ESIC Scheme.**

The Board had revised the Special Allowance/Dearness Allowance and House Rent Allowance of the registered Security Guards/Officers w.e.f. 1<sup>st</sup> July, 2023 vide this Office Order No.SGB/DA/ALD/2023-4054, dtd. 3.8.2023.

The Competent Authority, under Minimum Wages Act 1948, Mumbai, vide its Order No.RW/MWA/SA/2024(1)/Desk-10, dtd. 5.02.2024 declared the rates of Special Allowance/ Dearness Allowance for the period from 1<sup>st</sup> January, 2024 to 30<sup>th</sup> June, 2024 @ Rs.3,068.00 p.m. In accordance to this the Board has decided on 5.02.2024 to revise the Special Allowance/Dearness Allowance and House Rent Allowance payable to the Registered Security Guards/Officers of the Board for the period from 1<sup>st</sup> January, 2024 to 30<sup>th</sup> June, 2024. Accordingly the rate of Special Allowance/Dearness Allowance of the Security Guard/Officer is Rs.3,068.00 p.m.

House Rent Allowance @ 20% on Minimum Wages (Basic Wages + Special Allowance/ Dearness Allowance) is also made applicable to the Security Guards/Officers. The rate of Basic Wages, Conveyance Allowance, Leave Travelling Allowance (LTA) & Washing Allowance will remain same as per the Order of the Board Ref. No.: SGB/Chairman/2023-2467, dtd. 16<sup>th</sup> May, 2023.

Security Officers and Chief Security Officers are out of the scope of ESIC Scheme. Taking their interest into consideration, the Board has passed a resolution on 2.8.2023 deciding to apply the Scheme of Workmen's Compensation Act, 1923 to the above mentioned security personnel with retrospective effect from 1.7.2023. The Board has decided that the 3.25% levy levied on minimum wages (Basic Wages + Dearness allowance), House Rent Allowance, Leave Travelling Allowance has been reduced and levied 1% levy on the Minimum Wages for the Workmen's Compensation Act, 1923 scheme. The changes in the said levy have been made in the Board's ERP system.

**STATEMENT OF WAGES & ALLOWANCES FOR THE PERIOD FROM 1<sup>st</sup> JANUARY 2024 TO 30<sup>th</sup> JUNE 2024**

S N	Category	*Basic Wages	*Spl. All./ D.A.	H.R.A.	C.A.	L.T.A.	W.A.	Total Wages & Allowances	Levy @ 45.25% on Basic, Spl All Rs.	Levy @ 3.25% on HRA, LTA	Total Rs.
1	Sec. Guard/ Lady Searcher	13,457.00	3,068.00	3,305.00	2,200.00	100.00	1,200.00	23,330.00	7,478.00	111.00	30,919.00
2	Head Guard	13,732.00	3,068.00	3,360.00	2,200.00	100.00	1,200.00	23,660.00	7,602.00	112.00	31,374.00
3	S/Supervisor	14,432.00	3,068.00	3,500.00	2,200.00	100.00	1,200.00	24,500.00	7,919.00	117.00	32,536.00
4	Asstt. Sec/ Officer	14,657.00	3,068.00	3,545.00	2,200.00	100.00	1,200.00	24,770.00	8,021.00	118.00	32,909.00

All the registered Employers who are availing services of the Registered Security Guards of the Board are hereby directed to remit the Wages and Allowances to the Board of the above 4 Categories from 1<sup>st</sup> January, 2024 at the revised rate along with the Levy @ 45.25% on Minimum Wages (Basic Wages + Special Allowance = Minimum Wages) and 3.25% on House Rent Allowance, Leave Travel Allowance and Over Time Wages in the above records.

**STATEMENT OF WAGES & ALLOWANCES FOR THE PERIOD FROM 1<sup>st</sup> JANUARY 2024 TO 30<sup>th</sup> JUNE 2024**

S N	Category	*Basic Wages	*Spl. All./ D.A.	H.R.A.	C.A.	L.T.A.	W.A.	Total Wages & Allowances	Levy @ 43% on Minimum Pay Rs.	Total Rs.
1	Security Officer	15,107.00	3,068.00	3,635.00	2,200.00	100.00	1,200.00	25,310.00	7,815.00	33,125.00
2	Chief Sec/ Officer	15,557.00	3,068.00	3,725.00	2,200.00	100.00	1,200.00	25,850.00	8,009.00	33,859.00

\* Minimum Wages = Basic Wages + Special Allowance/ Dearness Allowance

All the registered Employers who are availing services of the Registered Security Guards of the Board are hereby directed to remit the Wages and Allowances to the Board of the above 2 Categories from 1<sup>st</sup> January, 2024 at the revised rate along with the Levy @ 43.00% on Minimum Wages.

The Extra Duty Wages should be calculated double the minimum wages for all Categories. The Wages, Allowances and Levy thereon from 1<sup>st</sup> January 2024 should be remitted on the basis of revised rates of wages and allowances on or before 4<sup>th</sup> day of the following month.

\*For further details regarding provisions of the Act, Scheme etc., please visit our Website - [www.securityguardsboard.in](http://www.securityguardsboard.in)

Sd/-  
(A.L. DOKE)  
DY. COMMISSIONER OF LABOUR  
&  
CHAIRMAN  
SECURITY GUARDS BOARD FOR  
BRIHAN MUMBAI & THANE DIST.

*Copy forwarded for necessary compliance.*

To,

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

Your Registration No:..... Unit No: .....

*\*This being a computerised printed copy, signature is not required.*