

DATE :- 5th February, 2026

ORDER

Sub :- Regarding Special Allowance/Dearness Allowance & H.R.A. w.e.f. 1st January, 2026.

The Board had revised the Special Allowance/Dearness Allowance and House Rent Allowance of the registered Security Guards/Officers w.e.f. 1st July, 2025 vide this Office Order No.SGB/DA/ALD/2025-6197, dtd. 05.08.2025.

The Competent Authority, under Minimum Wages Act 1948, Mumbai, vide its Order No.RW/MWA/SAJAN-JUN/2026(1)/Desk-10/543-550/78-79, dtd. 04.02.2026 declared the rates of Special Allowance/ Dearness Allowance for the period from 1st January,2026 to 30th June, 2026 @ Rs.3,900.00 p.m. In accordance to this the Board has decided on 5.02.2026 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 1st January, 2026 to 30th June, 2026. Accordingly the rate of Special Allowance/Dearness Allowance of the Security Guard/Officer is Rs.3,900.00 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. 16th May, 2023.

STATEMENT OF WAGES & ALLOWANCES FOR THE PERIOD FROM 1st JANUARY 2026 TO 30th JUNE 2026

S N	Category	*Basic Wages	*Spl. All./ D.A.	H.R.A.	C.A.	L.T.A.	W.A.	Total Wages & Allowanc es	Levy @ 45.35% on Basic, Spl All Rs.	Levy @ 3.25% on HRA, LTA	Total Rs.
1	Sec. Guard/ Lady Searcher	13,457.00	3,900.00	3,471.00	2,200.00	100.00	1,200.00	24,328.00	7,871.00	116.00	32,315.00

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 from 1st January, 2026 at the above rate along with the Levy @ 45.35% 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 1st JANUARY 2026 TO 30th JUNE 2026

S N	Category	*Basic Wages	*Spl. All./ D.A.	H.R.A.	C.A.	L.T.A.	W.A.	Total Wages & Allowanc es	Levy @ 43.10% on Minimum Pay Rs.	Total Rs.
1	Head Guard	13,732.00	3,900.00	3,526.00	2,200.00	100.00	1,200.00	24,658.00	7,599.00	32,257.00
2	S/Supervisor	14,432.00	3,900.00	3,666.00	2,200.00	100.00	1,200.00	25,498.00	7,901.00	33,399.00
3	Asstt. Sec/ Officer	14,657.00	3,900.00	3,711.00	2,200.00	100.00	1,200.00	25,768.00	7,998.00	33,766.00
4	Security Officer	15,107.00	3,900.00	3,801.00	2,200.00	100.00	1,200.00	26,308.00	8,192.00	34,500.00
5	Chief Sec/ Officer	15,557.00	3,900.00	3,891.00	2,200.00	100.00	1,200.00	26,848.00	8,386.00	35,234.00

* 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 5 Categories from 1st January, 2026 at the above rate along with the Levy @ 43.10% on Minimum Wages.

The Extra Duty Wages should be calculated double the normal rate of minimum wages (i.e. Basic Wages + Special Allowance/ Dearness Allowance) for all Categories.

Security Personnel who are out of the scope of ESIC Scheme, the Board has decided to apply the Scheme of Workmen's Compensation Act, 1923.

The Board is registered with Maharashtra Labour Welfare Board on behalf of all Registered Principal Employer of the Board.

The Wages fixed by the Board are for 8 hours duty per day inclusive of weekly off.

The Wages, Allowances and Levy thereon from 1st January, 2026 should be remitted on the basis of above rates of wages and allowances on or before 4th day of the following month.

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

Copy forwarded for necessary compliance.

To,

M/s....., Regn.No.:....., Unit No.:

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