

REFERENCE NO. Suram / Vibh / Aldo /

2023-4054 Security Guard Board Brihanmumbai & Thane

District D - 301 / 3 - 301, Sanpada Railway Station Complex,

Sanpada, Navi Mumbai 400 705.

away 022-35252346/347/348/349/350,

E-mail ID : sgb_sanpada@yahoo.co.in

Dated :- 3rd August, 2023

order

Subject :- Amendment of Special Allowance / Dearness Allowance and House Rent Allowance of Security Guards / Officers in the records of the Security Guard Board with effect from 1.7.2023 and Workmen's Compensation Act, 1923 (W.C.) Regarding enforcement of provisions.

The Security Guard Board has recorded the Special Allowance / Dearness Allowance and House Rent Allowance of Security Guards / Officers Board No. Suram/Vibh/Aldo/2023-830 vide order dated 1.2.2023 dt. It was determined from January 1, 2023.

Competent Authority, Minimum Wages Act, 1948 vide its order No.G.V./K.V.A./Vibh/2023(2)/Work-10, dated 1.8.2023, vide dt. 1 July, 2023 to dt. The rate of Special Allowance / Dearness Allowance has been fixed at Rs.2,678.00 per month for the period 31st December, 2023. Accordingly, the board dated On 2.8.2023 by taking a decision in the records of the Board, the Special Allowance of Security Guards/Officers/Dearness Allowance dt. 1 July, 2023 to dt. For the period ending December 31, 2023 Rs. 2,678.00 per month.

The Board has imposed house rent allowance at the rate of 20% on minimum pay (pay and special allowance / dearness allowance) to security guards / officers on record. In the record, the rate of travel allowance, leave travel allowance and washing allowance of security guards/officers has been fixed by the Board in Order No.Suram/Chairman/2023-2467, dt. As per the order issued on 16th May, 2023, there has been no change in the same.

Security Officers and Chief Security Officers working through the Board have gone out of the ambit of the State Workers' Insurance Scheme. Keeping their interest in mind, the Board has passed a resolution dated 2.8.2023 deciding to implement the scheme of Workmen's Compensation Act, 1923 with retrospective effect from 1.7.2023 for the aforesaid security personnel. For reasons, 3.25% levy levied on minimum wages (basic pay + dearness allowance), house rent allowance, overtime allowance, travel allowance during leave for the above mentioned security employees for the Workers' State Insurance Scheme has been reduced and the minimum wages for the scheme under the Workmen's Compensation Act, 1923 have been reduced. It has been decided to charge 1 percent levy. The changes in the said levy have been made in the Board's ERP system.

Security Guards / Women Security Guards, Chief Security Guards, Security Supervisors, Assistant Security Officers dated 1.7.2023 Pay and Allowances to be implemented from Basic Pay

Sl. No.	to the post of Security Guard	* Revised	* Special Allowance / Dearness Allowance	house rent Allowance	travel Allowance	during the holidays / Traveling Allowance	Washing Allowance	Gross pay and allowances	Levy (min of wages @ 45.25 %) Rs	Levy Rs (house rent, Respite travel without Allowance @ 3.25%)	A total of Rs
1	Security Guard / M.S. guard	13,457.00	2,678.00	3,227.00	2,200.00	100.00	1,200.00	22,862.00	7,301.00	108.00	30,271.00
2	Chief Security Guard	13,732.00	2,678.00	3,282.00	2,200.00	100.00	1,200.00	23,192.00	7,426.00	110.00	30,728.00
3	Security Supervisor	14,432.00	2,678.00	3,422.00	2,200.00	100.00	1,200.00	24,032.00	7,742.00	114.00	31,888.00
4	six. Su. officer	14,657.00	2,678.00	3,467.00	2,200.00	100.00	1,200.00	24,302.00	7,844.00	116.00	32,262.00

Principal Employers in Brihanmumbai and Thane Districts shall be liable to levy at the rate of 45.25% on the minimum pay (Basic Pay + Special Allowance = Minimum Pay) of security personnel in the above register and 3.25% on House Rent Allowance, Leave Travel Allowance and Overtime Allowance.

Revised Pay and Allowances of Security Officers and Chief Security Officers with effect from 1.7.2023

A no	Post of security guard	*Basic Salary	*Special Allowance dearness allowance	house rent Allowance	Traveling Allowance	leave Time travel Allowance	Washing Allowance	Gross pay and allowances	Levy (@43% of Minimum Wage) Rs	A total of Rs
1	Security Officer	15,107.00	2,678.00	3,557.00	2,200.00	100.00	1,200.00	24,842.00	7,648.00	32,490.00
2	Chief Security officer	15,557.00	2,678.00	3,647.00	2,200.00	100.00	1,200.00	25,382.00	7,841.00	33,223.00

* Minimum Pay = Basic Pay + Special Allowance / Dearness Allowance

Principal Employers in Brihanmumbai and Thane Districts shall be liable to levy at the rate of 43% on the minimum pay (Basic Pay + Special Allowance = Minimum Pay) of Security Officers and Chief Security Officers in the above entry.

Remuneration for overtime work of registered security personnel shall be equal to minimum wages (Basic Pay + Special Allowance / Dearness Allowance).

Double rate will be payable.

Substantively, in all records of the Board, the Principal Owners are directed that the security personnel distributed as shown in the above table dt. From 1.7.2023, wages and levies should be paid to the Board at the revised rate.



Signature/-

(Ashok L. Doke) Deputy

Commissioner of Labor and

Chairman

*Security Guard Board Brihanmumbai and Thane District

Copy forwarded to the following appropriate action:

per,

May, No.No., Unit no.

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