

REF.NO.: SGB/Chairman/2023-2467.

Office of the
SECURITY GUARDS BOARD FOR
BRIHAN MUMBAI & THANE DISTRICT.
D-301/E-301, SANPADA RAILWAY
STATION COMPLEX, SANPADA,
NAVI MUMBAI 400 705.
Ph.No.022-35252346/347/348/349/350

DATE :- 16th May, 2023

ORDER

**Sub :- Revision in the Wages and Allowances of Registered Security
Guards/Officers of the Board w.e.f. 1st May, 2023.**

As provided under Clause 30 of the Private Security Guards (Regulation of Employment & Welfare) Scheme (Amended) 2002, the Security Guards Board is empowered to revise and fix the Wages & Allowances in respect of Security Guards/Officers registered with the Board. For fixation of the Wages of the registered Security Guards, the Board has adopted the policy to fix the Wages as per the Wages fixed under the provisions of Minimum Wages Act, 1948, which are applicable to the "Shops & Establishment". Accordingly, the registered Security Guards are paid Special Allowance, which is declared by the State Government for the said scheduled employment, from time to time. The Wages of the Security Guards are revised from time to time, after considering the demands made by the Trade Unions representing the Security Guards. The present Gross payment of Wages of the registered Security Guards are Rs. 20,931.00.

The various Security Guards Unions vide their representations submitted to the Board, had demanded to increase in rates of Wages & Allowances of the registered Security Guards of the Board. As provided under Sub-Clause (2) of Clause 30 of the Private Security Guards (Regulation of Employment & Welfare) Scheme, (Amended) 2002, for the purpose of fixation of the rates of Wages & Allowances for the registered Security Guards of the Board or for revising the same the Board had published a Public Notice in the Daily Newspaper, 'Loksatta', 'Mumbai Sakal', 'Indian Express' & 'Pudhari' dtd. 3.12.2020 appealing to submit their proposals, within a period of 7 days.

Taking into consideration the Suggestions and objections received from the Principal Employers and the representations of Security Guards Unions, the Committee formed on 8.6.2022 as per the Government Orders, had submitted report on 22.9.2022.

The Government vide it's letter No. Security/Wage Revision Proposal/2023/Desk-14-163, dtd. 9.5.2023 has accorded sanction and directed the Board to revise the Monthly Wages & Allowances of the Registered Security Guards of the Board within framework of the Relevant Acts and as provided under Clause 30 of the Private Security Guards (Regulation of Employment & Welfare) Scheme (Amended) 2002. Accordingly, the Board has vide it's Resolution dtd. 16th May, 2023 taken a decision to revise the Wages & Allowances of the registered Security Guards/Officers, w.e.f. 1st May 2023 for next 3 years as under.

1) **Basic Wages :**

<u>Sr.No.</u>	<u>Designation</u>	<u>Revised Basic Wages</u>
1.	Security Guard/Lady Searcher	Rs.13,457.00
2.	Head Guard	Rs.13,732.00
3.	Security Supervisor	Rs.14,432.00
4.	Assistant Security Officer	Rs.14,657.00
5.	Security Officer	Rs.15,107.00
6.	Chief Security Officer	Rs.15,557.00

The said revised rates will be applicable to all the registered Principal Employers within the jurisdiction of the Brihan Mumbai, Thane District & Palghar area w.e.f. 1st May, 2023.

2) **Special Allowance/Dearness Allowance :**

Special Allowance applicable to schedule employment of "Shops & Establishment" under the provisions of Minimum Wages Act, 1948, will be applicable to the Registered Security Guards/Officers of the Board.

The Competent Authority, under Minimum Wages Act, 1948 vide its Order No.RW/MWA/SA/2023-(1)/Desk-10, dtd. 1.2.2023 declared the rates of Special Allowance/Dearness Allowance for the period from 1st January, 2023 to 30th June, 2023 @ Rs.2,444.00. The same Dearness Allowance is applicable to the registered Security Guards of the Board.

3) **House Rent Allowance :**

In addition to Minimum Wages (Basic Wages + Special Allowance/Dearness Allowance) mentioned above, Monthly House Rent Allowance is made applicable at the rate of 20% on the Minimum Wages payable to the Registered Security Guards/Officers of the Board.

4) The Wages and allowances due to the Security Guards are for 8 Hrs. duty and the payment of extra duty, should be calculated at double the normal rate of minimum wages (Basic Wages+ Special Allowance/Dearness Allowance).

5) No changes have been made in the present Conveyance Allowance, Washing Allowance and Leave Travelling Allowance.

6) No changes have been made in the present allocation or rate of the levy. Levy @ 45.25% is payable on the Minimum Wages (Basic Wages + Special Allowance/Dearness Allowance) & Levy @ 3.25% is payable on H.R.A., Leave Travelling Allowance and Extra-Duty Wages.

STATEMENT OF WAGES & ALLOWANCES APPLICABLE FORM 1st May, 2023

S N	Category	*Basic Wages	*Spl. AIL/ 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	2,444.00	3,180.00	2,200.00	100.00	1,200.00	22,581.00	7,195.00	107.00	29,883.00
2	Head Guard	13,732.00	2,444.00	3,235.00	2,200.00	100.00	1,200.00	22,911.00	7,320.00	108.00	30,339.00
3	Security Supervisor	14,432.00	2,444.00	3,375.00	2,200.00	100.00	1,200.00	23,751.00	7,636.00	113.00	31,500.00
4	Asstt. Sec/ Officer	14,657.00	2,444.00	3,420.00	2,200.00	100.00	1,200.00	24,021.00	7,738.00	114.00	31,873.00
5	Security Officer	15,107.00	2,444.00	3,510.00	2,200.00	100.00	1,200.00	24,561.00	7,942.00	117.00	32,620.00
6	Chief Sec/ Officer	15,557.00	2,444.00	3,600.00	2,200.00	100.00	1,200.00	25,101.00	8,145.00	120.00	33,366.00

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

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All the Registered Principal Employers are hereby directed to remit the Wages & Allowances in respect of allotted Security Guards/Officers as per the revised rates as shown above, w.e.f. 1st May, 2023.



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

Copy forwarded for necessary compliance.

To, **Walsons Services Private Limited**
401/413, 4th Floor,
Vihang Commercial Complex,
Near Jawahar Nagar Estate,
Behind Sunder Transport Udyog Bhavan,
Goregaon (East), Mumbai - 400 063

Your Registration No.: **393**. Unit No: