

DATE :- 11th August, 2026

ORDER

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

The Board had revised the Special Allowance/Dearness Allowance and House Rent Allowance of the registered Security Guards/Officers w.e.f. 1st January, 2026 vide this Office Order No. SGB/DA/ALD/2026-2242, dtd. 05.02.2026.

The Government of India has enacted the Code on Wages, 2019 and the Code on Social Security, 2020, consolidating and amending the laws relating to wages, social security, and allied matters are implemented by the Board w.e.f. 1.2.2026.

The Competent Authority, under Minimum Wages Act 1948, Mumbai, vide its Order No.R.W./M.W.A./S.A.JULY-DECEMBER/2026(2)/Desk-10/7997, dtd. 05.08.2026 declared the rates of Special Allowance/ Dearness Allowance for the period from 1st July,2026 to 31st December, 2026 @ Rs.4,134.00 p.m. In accordance to this the Board has decided on 11.8.2026 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 July, 2026 to 31st December, 2026. Accordingly the rate of Special Allowance/Dearness Allowance of the Security Guard/Officer is Rs.4,134.00 p.m.

House Rent Allowance @ 20% on Minimum Wages (Basic Wages + Special Allowance/ Dearness Allowance) was also made applicable to the Security Guards/Officers. The rate of Basic Wages, Conveyance Allowance, will remain same as per the Order of the Board Ref. No.: SGB/Chairman/2023-2467, dtd. 16th May, 2023. Board has decided to cancelled Leave Travel allowance and washing allowance will be Rs. 1,300/- p.m. w.e.f 01.02.2026.

STATEMENT OF WAGES & ALLOWANCES FOR THE PERIOD FROM 1st JULY 2026 TO 31st DECEMBER 2026

Sr. No.	Category	*Basic Wages	*Spl. All./ D.A.	H.R.A.	C.A.	W.A.	Total Wages & Allow.	Levy @ 45.35% on Basic, Spl All Rs.	Total Rs.
1	Sec. Guard/ Lady Searcher	13,457.00	4,134.00	3,518.00	2,200.00	1,300.00	24,609.00	7,978.00	32,587.00
2	Head Guard	13,732.00	4,134.00	3,573.00	2,200.00	1,300.00	24,939.00	8,102.00	33,041.00
3	S/Supervisor	14,432.00	4,134.00	3,713.00	2,200.00	1,300.00	25,779.00	8,420.00	34,199.00
4	Asstt. Sec. Officer	14,657.00	4,134.00	3,758.00	2,200.00	1,300.00	26,049.00	8,522.00	34,571.00
5	Security Officer	15,107.00	4,134.00	3,848.00	2,200.00	1,300.00	26,589.00	8,726.00	35,315.00
6	Chief Sec/ Officer	15,557.00	4,134.00	3,938.00	2,200.00	1,300.00	27,129.00	8,930.00	36,059.00

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

It is obligatory on the part of the registered Principal Employer to pay Levy 45.35% on the Minimum Wages i.e. the amount of Basic Wages + Special Allowance/Dearness Allowance.

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

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 July, 2026 should be remitted on the basis of above rates of wages and allowances on or before 4th day of the following month.



Sd/-
(NIKHIL A. WALKE)
ASST. 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.*