

DATE :- 23.02.2026

ORDER

Sub :- Regarding Implementation of Code on Social Security 2020 w.e.f. 01.02. 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.

The revised and uniform definition of "Wages" as prescribed under the aforesaid Codes has been brought into force, pursuant to the relevant notifications issued by the Central Government and the Employees' State Insurance Corporation (ESIC).

The said definition of "Wages" has a direct bearing on calculation of statutory contributions and benefits, including but not limited to Employees' State Insurance (ESI), Employees' Provident Fund (EPF), Gratuity, and other social security compliances applicable to registered security guards and principal employers.

It has become necessary to align the wage structure, levy components, and statutory calculations followed by the Security Guards Board with the revised legal framework.

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

With effect from 01st February, 2026, the Security Guards Board has adopted and implemented the revised definition of "Wages" as prescribed under Section 2(y) of the Code on Wages, 2019, & under section 2(88) of the Code on Social Security, 2020, for all purposes including statutory compliances and benefit calculations. As per the new definition of Wages Security Guard/ officer will be now covered under ESI scheme. The changes in wages and levy has been made in ERP system of the Board.

STATEMENT OF WAGES & ALLOWANCES W.E.F. 1st February, 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	3,900.00	3,471.00	2,200.00	1,300.00	24,328.00	7,871.00	32,199.00
2	Head Guard	13,732.00	3,900.00	3,526.00	2,200.00	1,300.00	24,658.00	7996.00	32,654.00
3	S/Supervisor	14,432.00	3,900.00	3,666.00	2,200.00	1,300.00	25,498.00	8,314.00	33,812.00
4	Asstt. Sec. Officer	14,657.00	3,900.00	3,711.00	2,200.00	1,300.00	25,768.00	8,416.00	34,184.00
5	Security Officer	15,107.00	3,900.00	3,801.00	2,200.00	1,300.00	26,308.00	8,620.00	34,928.00
6	Chief Sec/ Officer	15,557.00	3,900.00	3,891.00	2,200.00	1,300.00	26,848.00	8,824.00	35,672.00

* 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 February, 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.

Note :- Wages definition as per The Code on Social Security, 2020

“Wages” means all remuneration, whether by way of salaries, allowances or otherwise, expressed in terms of money or capable of being so expressed which would, if the terms of employment, express or implied, were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment, and includes,-

- (a) basic pay;
 - (b) dearness allowance; and
 - (c) retaining allowance, if any,
- but does not include-

- (a) any bonus payable under any law for the time being in force, which does not form part of the remuneration payable under the terms of employment;
- (b) the value of any house-accommodation, or of the supply of light, water, medical attendance or other amenity or of any service excluded from the computation of wages by a general or special order of the appropriate Government;
- (c) any contribution paid by the employer to any pension or provident fund, and the interest which may have accrued thereon;
- (d) any conveyance allowance or the value of any travelling concession;
- (e) any sum paid to the employed person to defray special expenses entailed on him by the nature of his employment;
- (f) house rent allowance;
- (g) remuneration payable under any award or settlement between the parties or order of a court or Tribunal;
- (h) any overtime allowance;
- (i) any commission payable to the employee;
- (j) any gratuity payable on the termination of employment;

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