

Re No. SGB/DA/RMP/2012-1985
Security Guard Board for Greater Mumbai
and Thane District
Copper rollers Pvt. Ltd. Compound, 2nd floor,
LBS Road, Bhandup (w), Mumbai – 400078
Ph: 25948101/25948172/25940532, Fax: 25948842
Date: 08 February 2012

ORDER

Sub: Amendment to the SA/DA and HRA of the Security Guards/Officers with effect from 01 January 2012 in the records of Security Guard Board.

The Security Guard Board had fixed the SA/DA and HRA of the security guards/officers for 1st July 2011 to 31st December 2012 vide a notification No. SGB/DA/RMP/2011-4818 dated 06.08.2011,

The competent authority under Minimum Wages Act 1948 has, vide order dated 03.02.2012 bearing reference no.2012-1/Off-10, fixed the SA/DA as Rs.1004.40/- per month for the period from 01.01.2012 to 30.06.2012. With reference to the same, the SGB has fixed the SA/DA for security guard/officer for the period from 01.01.2012 to 30.06.2012 as Rs.1004.40/- per month and made entry in its records on 08.02.2012.

The Board has applied 5% of the minimum wages (wages plus SA/DA) as HRA to the security guards/officers and the said HRA will be effective from 01.01.2012 to 30.06.2012.

The board has fixed the CA and WA of the security guard/officer as per the order of the competent authority dated 06.08.2011 and therefore there is no change in the same.

Rate of Wages and Allowances for the period from 01.01.2012 to 30.06.2012

Sr. No.	Category	Revised Wages Allowances					
		*Basic Wages	*Spl.All/D.A	H.R.A.	C.A.	W.A.	Total Rs.
1.	Security Guard/Lady Searcher	5600	1004.40	330	300	200	7434.40
2.	Head Guard	5875	1004.40	344	300	200	7723.40
3.	Security Supervisor	6575	1004.40	379	300	200	8458.40
4.	Asstt. Security Officer	6800	1004.40	390	300	200	8694.40
5.	Security Officer	7250	1004.40	413	300	200	9167.40
6.	Chief Security Officer	7700	1004.40	435	300	200	9639.40

* Basic wages + Spl All/DA = Minimum Wages

The principal employer will be liable for levy at the rate of 46.75% of the minimum wages (Basic + SA/DA). Accordingly, the principal employer will also be liable for levy of 4.75% on HRA, CA, WA and Over Time.

The consideration for over time duty of the security guard shall be calculated at the rate to 2 times to that of Minimum Wages (Basic + SA/DA).

The Principal employers shall hereby informed that they shall deposit the wages, allowances of the security guards/officers and the levy on the same with effect from 01.01.2012 with the Security Guard Board as per the amended rate.

R. M. Pardeshi

President
Security Guards Board
For Greater Mumbai & Thane District