

ORDER

Sub:- Increase in the Special Allowance/Dearness Allowance & H.R.A. w.e.f. 1st January 2025.

The Board had revised the Special Allowance/Dearness Allowance & H.R.A. of the registered Security Guards/ Officers vide this Office Order No. SGB/Raigad/DA/2024/390 Dt. 20.02.2025.

The Competent Authority, Under The Minimum Wages Act 1948, Mumbai. vide its Order No. RW/MWA/DA/2024-2/Desk-10 Dt. 20.02.2025 declared the rates of Special Allowance/Dearness Allowance for the period from 1st January 2025 to 30th June 2025. On dated 20.02.2025 this Board has fixed the rate of wages payable to Security Guard/Officers in accordance with Special Allowance for shop and Establishment of minimum wages Act, 1948. Hence this the board has decided 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 January 2025 to 30th June 2025. Accordingly the rate of Special Allowance/Dearness Allowance of the Security Guard/ Officer is Rs.3614.00 p.m.

House Rent Allowance @ 20% on Minimum Wages (Wages & Special Allowance/Dearness Allowance) is also made applicable to the Security Guard/Officer for the period 1st January 2025 to 30th June 2025. The rate of Basic Wages, Conveyance Allowance, Washing Allowance & Leave Time Conveyance Allowance are remain same as per the Order.

STATEMENT OF WAGES & ALLOWANCE FOR THE PERIOD FROM 1ST JANUARY 2025 TO 30TH JUNE 2025

CATEGORY	Basic Wages	D.A.	H.R.A. ESIC	C.A.	Leave Time C.A.	W.A.	Total Wages.	42.75 % Levy on Basic & D.A.	3.25 % Levy on H.R.A, LTCA.& O.T.	Total Wages & Levy
Security Guard & Lady Sec. Guard	13169	3614	3357	2398	109	1308	23955	7175	113	31243
Head Guard.	13444	3614	3412	2398	109	1308	24285	7292	114	31691
Security Supervisor.	14144	3614	3552	2398	109	1308	25125	7592	119	32836
Asst. Sec. Officer	14369	3614	3597	2398	109	1308	25395	7688	120	33203
Security Officer.	14819	3614	3687	2398	109	1308	25935	7880	123	33938
Chief officer.	15269	3614	3777	2398	109	1308	26475	8072	126	34673

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

It is obligatory on the part of the registered Principal Employer to pay 42.75% levy on the Minimum Wages i.e. the amount of Basic Wages + Special Allowance/Dearness Allowance. The Principal Employer is also required to pay 3.25% levy on House Rent Allowance, Leave Time Conveyance Allowance & Over Time Wages.

Over Time Wages should be calculated at double the normal rate, on Minimum Wages (i.e. Basic Wages + Special Allowance/Dearness Allowance)

All Registered Principal Employers hereby directed to remit the Wages, Allowance & Levy thereon at revised rates w.e.f. 1st January 2025 in respect of registered Security Guards allotted to them.


(S. S. Mate)
Secretary

Raigad Dist. Security Guard Board,
& Government Labour Officer, Raigad.

Copy forwarded for necessary compliance.

To,
Manager,