

रायगड जिल्हा सुरक्षा मंडळ, रायगड.

(रायगड जिल्हाकरीता)

RAIGAD DIST. SECURITY GUARDS BOARD, RAIGAD.

(For Raigad District)



: कार्यालय पत्ता :

रायगड जिल्हा सुरक्षा रक्षक मंडळ

द्वारा सहाय्यक कामगार आयुक्त कार्यालय, रायगड
विघ्नहर्ता कॉम्प्लेक्स, १ला मजला, सेक्टर - १,
मुंबई पुणे रोड, खांदा कॉलनी, नवीन पनवेल, जि. रायगड

Office Address

Raigad Dist. Security Guards Board

C/o. Asstt. Commissioner of Labour, Raigad
Vighnahanarata Complex, First Floor,
Sector -1, Mumbai Pune Road,
Khanda Colony, New Panvel,
Dist. Raigad.

रायगड जिल्हा सुरक्षा रक्षक मंडळ, रायगड
(रायगड जिल्ह्याकरीता)

महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम १९८१
अंतर्गत ६ (१) अन्वये प्रस्थापित केलेले मंडळ.

कार्यालय : रायगड जिल्हा सुरक्षा रक्षक मंडळ
द्वारा सहाय्यक कामगार आयुक्त कार्यालय, रायगड
विघ्नहर्ता कॉम्प्लेक्स, १ ला मजला, सेक्टर-१,
मुंबई-पुणे रोड, खांदा कॉलनी, नवीन पनवेल, जि. रायगड.

बँकर्स : १) बँक ऑफ इंडिया,
नविन पनवेल शाखा,
ता. पनवेल, जि. रायगड

२) बँक ऑफ बरोडा,
पनवेल शाखा,
ता. पनवेल, जि. रायगड

वैधानिक लेखा परिक्षक :

मे. विनय बेळे अँड असोसिएट्स
११, बेळे पार्क, रविवार पेठ,
नाशिक, महाराष्ट्र ४२२ ००१.

रायगड जिल्हा सुरक्षा रक्षक मंडळ, रायगड
(रायगड जिल्ह्याकरीता)

(अ. ए. चिवटे)

अध्यक्ष,

रायगड जिल्हा सुरक्षा रक्षक मंडळ, तथा
सहाय्यक कामगार आयुक्त, रायगड.

रायगड जिल्हा सुरक्षा रक्षक मंडळाची स्थापना ५ डिसेंबर २००२ रोजी झालेली असल्यामुळे त्रिसदस्यीय मंडळाची रचना झालेली नाही. तथापि सदर मंडळ चालविण्याकरीता शासन अधिसूचना क्र. एसजीए १५०७/प्र.क्र./६८३/काम-५ दिनांक १६.१०.२००७ रोजी एक सदस्यीय मंडळाची स्थापना झालेली आहे.

(अ. सं. खरात)

सचिव,

रायगड जिल्हा सुरक्षा रक्षक मंडळ, तथा
सरकारी कामगार अधिकारी रायगड.

रायगड जिल्हा सुरक्षा रक्षक मंडळ, रायगड
(रायगड जिल्ह्याकरीता)

सन २००९ - २०१०

आठवा वार्षिक अहवाल

१) प्रस्तावना :-

- १:१ रायगड जिल्हा सुरक्षा रक्षक मंडळाचा आठवा वार्षिक अहवाल, महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम १९८१ अंतर्गत (३) अन्वये शासनास सादर करण्यात येत आहे मंडळाने राबविलेल्या महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना २००२ अंमलबजावणीच्या अहवाल काळातील आढावा त्यामध्ये घेण्यात आला आहे.
- १:२ मंडळाच्या हिशोब तपासणीसाठी शासनाने गठीत केलेल्या पॅनल मधील हिशोब तपासणीसाठीचे प्रमाणपत्र तसेच सन २००९-२०१० चे जमा खर्चाचे विवरणपत्र आणि ताळेबंद या अहवालासोत जोडत आहे.
- १:३ रायगड जिल्हा सुरक्षा रक्षक मंडळ हे रायगड जिल्ह्याकरिता महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम १९८१ अंतर्गत खंड ६(१) अन्वये महाराष्ट्र शासनाने प्रास्थापित केलेले वैधानिक स्वरूपाचे मंडळ आहे. हे मंडळ त्रिसदस्यीय मंडळ असून या मंडळावर मालक, सुरक्षा रक्षक व शासनाचे प्रतिनिधी नेमले जातात. तथापी या मंडळाच्या अहवाल काळामध्ये त्रिसदस्यीय मंडळाची नियुक्ती झालेली नसून शासन अधिसूचना क्र. एसजीए १५०७/प्र.क्र./ (६८३/काम) ५ दिनांक १६.१०.२००७ अन्वये एकसदस्यीय मंडळाची नियुक्ती केलेली आहे व सदर आदेशाअन्वये मंडळाचे अध्यक्ष यांना अधिकार प्रदान केलेले आहेत.

२) मंडळाची रचना :

- २:१ महाराष्ट्र शासन उद्योग, उर्जा व कामगार विभाग, अधिसूचना क्र. एसजीए १५०७/प्र.क्र./ (६८३/कामगार ५) दिनांक १६.१०.२००७ अन्वये एकसदस्यीय मंडळाची स्थापना केलेली आहे.

३) सुरक्षा रक्षक कायदा / योजनेची अंमलबजावणी :-

३:१ कायद्याची व्याप्ती:

महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम १९८१ या कायद्याची व्याप्ती सुरुवातीस बृहन्मुंबई आणि ठाणे या जिल्ह्याकरिता मर्यादित केली होती. तथापी सन २००२ मध्ये महाराष्ट्र शासनाने दिनांक ५ डिसेंबर २००२ रोजी अधिसूचना क्र. एसजीए १५००/२००२/५९५/(२८५४) कामगार-५ निर्गमित करून रायगड, पुणे, नाशिक, औरंगाबाद व नागपूर अशा पाच जिल्ह्याकरिता सदर कायदा लागू करून खाजगी ठेकेदारामार्फत सुरक्षा रक्षकांची होत असलेली पिळवणूक थांबविण्याचे मोलाचे कार्य केले. जे सुरक्षा रक्षक थेट कारखाना वा आस्थापना यांच्यामार्फत नियमित कामगार म्हणून कार्यरत आहेत. त्यांना अधिनियमांतर्गत तरतूदीचे संरक्षण मिळत नाही.

३:२ योजनेची व्याप्ती :

ही योजना रायगड जिल्ह्यातील सर्व आस्थापनांना लागू होत असून या मंडळाची स्थापना ५ डिसेंबर २००२ रोजी झालेली असली तरी प्रत्यक्ष कामकाज व मूळ योजना राबविण्यास दिनांक ०१/०५/२००४ पासून सुरुवात झाली आहे.

३:३ अधिनियमांतर्गत सूट :

महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम १९८१ अंतर्गत खंड २३ अन्वये काही अटी व शर्तीच्या अधिन राहून खाजगी सुरक्षा रक्षकांना सन २००९ पासून तीन वर्षांच्या कालावधीसाठी सूट देण्याचे धोरण शासनाने अवलंबिलेले आहे.

४) नोंदणीची प्रगती :

या मंडळाची स्थापना ५ डिसेंबर २००२ रोजी झालेली असून प्रत्यक्ष कामकाजास दिनांक ०१.०५.२००४ पासून सुरुवात झालेली आहे. अहवाल साली सुरुवातीस १३७ मुख्य मालक व ४४९ सुरक्षा रक्षक नोंदीत झाले. अहवाल वर्षा अखेर १४८ मुख्य मालक व ९१४ सुरक्षा रक्षक नोंदीत झालेले आहेत.

५) मंडळाच्या बैठका व महत्वाचे निर्णय :

अहवाल काळामध्ये दिनांक २१.१२.२००९ रोजी एक सदस्यीय मंडळाची बैठक घेऊन महत्वाचे निर्णय घेण्यात आलेले आहेत.

६) कल्याणकारी तरतूदी :

मंडळाच्या नोंदीत सुरक्षा रक्षकांना त्यांचे वेतनावर ४२ टक्के लेव्ही आकारून मंडळ विविध कल्याणकारी तरतूदी करते. या मंडळाने निश्चित केलेली लेव्ही खालीलप्रमाणे आहे.

	खाते	तरतूदी टक्केवारी
१.	भविष्य निर्वाह निधी	१२.००%
२.	सानुग्रह अनुदान	८.३३%
३.	उपदान	४.००%
४.	भरपगारी रजा	४.००%
५.	भरपगारी सुट्या	१.००%
६.	प्रशासकीय खर्च	५.००%
७.	गणवेश	३.००%
८.	वैद्यकीय खर्च	२.००%
९.	अपघात नुकसान भरपाई	२.००%
१०.	संकिर्ण निधी	०.६७%
	एकूण	४२.००%

रायगड जिल्ह्यामध्ये राज्य कामगार विमा कायद्याचा अंतर्भाव होत नसल्याने मंडळाच्या नोंदीत सुरक्षा रक्षकांना वैद्यकीय खर्चापोटी जमा होणाऱ्या २ टक्के लेव्हीच्या पटीत वैद्यकीय सेवा देण्याची सुविधा मंडळाच्या विचाराधीन आहे.

मंडळामार्फत ज्या कल्याणकारी योजना राबविल्या जातात त्या बद्दलची माहिती थोडक्यात दिली आहे.

६:१ भविष्य निर्वाह निधी :

मंडळाच्या नोंदीत सुरक्षा रक्षकांना मंडळाने भविष्य निर्वाह निधीची योजना लागू केलेली आहे. त्यासाठी सुरक्षा रक्षकांच्या वेतनामधून दरमहा १२ टक्के हिस्सा कपात करण्यात येतो व तेवढाच हिस्सा मंडळाकडून दिला जातो. अहवाल साली सुरक्षा रक्षकांनी राजीनामा दिल्याने, रुपये ९९,५४२.०० भविष्य निर्वाह निधी पोटी अदा करण्यात आले आहेत.

- ६:२ **उपदान :**
राजीनामा दिल्याने किंवा सेवानिवृत्त झालेल्या सुरक्षा रक्षकास मंडळाकडून उपदान देण्याची तरतुद केलेली आहे. जे या बाबतच्या विहित अटीपूर्ण करतात अशांना या योजनेचा लाभ होतो.
- ६:३ **सानुग्रह अनुदान :**
सुरक्षा रक्षक बोनस कायद्याच्या कक्षेत येत नसल्याने त्यांच्यासाठी मंडळाने योजनलेली सानुग्रह अनुदानाची योजना फार महत्वाची कल्याणकारी योजना म्हणावी लागेल. त्यासाठी मंडळाने प्रत्यक्ष नोंदणीकृत सुरक्षा रक्षकाला त्याच्या वार्षिक मिळकतीवर शे. ८.३३% प्रमाणे सानुग्रह अनुदान म्हणून प्रत्येक दिवाळीला वाटप करण्यासाठी लेव्हीमध्ये तरतुद केलेली आहे. अहवाल साली रूपये १७,२१,५६५.०० सानुग्रह अनुदान वाटप केलेले आहे.
- ६:४ **रजेचे पगार :**
सुरक्षा रक्षकांचे अतिदक्षतेचे काम असल्याने सुरक्षा रक्षकांना नेमून दिलेल्या वार्षिक सुट्या देणे शक्य होत नाही. त्यामुळे त्या सुट्टीचा मोबदला म्हणून वार्षिक मिळकतीवर ४ टक्के प्रमाणे रजेचा पगार देण्याची तरतुद मंडळाने लेव्हीमध्ये केलेली आहे. सदर रजेचा पगार, सानुग्रह अनुदाना सोबत दिवाळीमध्ये वाटप केला जातो. अहवाल साली रूपये ४,९६,२५३.०० रजेचा पगाराचे वेतन वाटप केलेले आहे.
- ६:५ **सणांची सुट्टी :**
योजनेच्या खंड २३ अन्वये नोंदणीकृत सुरक्षा रक्षकांना चार (४) राष्ट्रीय सणांच्या भरपगारी सुट्या दिल्या जातात. सरद चार सुट्या खालीलप्रमाणे आहेत. अहवाल साली रूपये ९८,५३०.०० सणांच्या सुट्टीचे वेतन वाटप केलेले आहे.
- | | |
|-----------------|-------------|
| प्रजास्ताक दिन | २६ जानेवारी |
| महाराष्ट्र दिन | १ मे |
| स्वातंत्र्य दिन | १५ ऑगस्ट |
| दिवाळी | भाऊबिज |
- उक्त चार सुट्यांचे वेतन अदा करण्यासाठी वार्षिक मिळकतीवर १ टक्के लेव्हीमध्ये तरतुद केलेली आहे. सदर वेतन सानुग्रह अनुदानासोबत दिवाळीमध्ये अदा केली जाते.
- ६:६ **गणवेश :**
मंडळाच्या नोंदीत सुरक्षा रक्षकांना दोन वर्षातून एकवेळा दोन गणवेश, गमबूट, रेनकोट, टोपी, बाटा कंपनीचे चामडी बूट, स्वेटर्स व आर्टीकल्स देण्याची तरतुद केलेली आहे. सदर रक्कमेची तरतुद ३ टक्के लेव्हीमध्ये केलेली आहे.
- ६:७ **वैद्यकीय फायदे :**
मंडळाच्या नोंदीत सुरक्षा रक्षकांना व त्यांच्या कुटुंबियांना मोफत वैद्यकीय सुविधा मिळण्याच्या दृष्टीने मंडळाने २ टक्के दराप्रमाणे लेव्हीमध्ये तरतुद केलेली आहे.
- ६:८ **अपघात नुकसान भरपाई :**
मंडळाच्या नोंदीत सुरक्षा रक्षकाचा अपघात झाल्यास त्या सुरक्षा रक्षकास किंवा सदर सुरक्षा रक्षकाचा मृत्यू झाल्यास त्याच्या वारसास नुकसान भरपाई मिळण्याकरीता मंडळाने न्यू इंडिया इंशोरन्स कंपनीकडून मंडळाच्या नावे वैयक्तीक अपघात विमा पॉलिसी धारण केली आहे.

७) वेतन :

मंडळाने नोंदीत सुरक्षा रक्षकांचे वेतन निश्चित केलेले असून सदर वेतन ०१.०७.२००८ पासून लागू करण्यात आलेले आहे त्याचा तपशिल पुढील प्रमाणे

वर्गवारी	विभाग क्रमांक	मुळ पगार	महागाई भत्ता	घरभाडे भत्ता	धुलाई भत्ता	वाहन भत्ता	एकूण
सुरक्षा रक्षक	१	३६५०.००	९५५.३०	२३०.००	१००.००	१००.००	५०३५.३०
	२	३३५०.००	९५५.३०	२१५.००	१००.००	१००.००	४७२०.३०
मुख्यसुरक्षा	१	३७५०.००	९५५.३०	२३५.००	१००.००	१००.००	५१४०.३०
रक्षक	२	३४५०.००	९५५.३०	२२०.००	१००.००	१००.००	४८२५.३०
सुरक्षा	१	३८५०.००	९५५.३०	२४०.००	१००.००	१००.००	५२४५.३०
पर्यवेक्षक	२	३५५०.००	९५५.३०	२२५.००	१००.००	१००.००	४९३०.३०
सहायक	१	३९५०.००	९५५.३०	२४५.००	१००.००	१००.००	५३५०.३०
सुरक्षा अधिकारी	२	३६५०.००	९५५.३०	२३०.००	१००.००	१००.००	५०३५.३०
सुरक्षा	१	४१५०.००	९५५.३०	२५५.००	१००.००	१००.००	५५६०.३०
अधिकारी	२	३८५०.००	९५५.३०	२४०.००	१००.००	१००.००	५२४५.३०
मुख्यसुरक्षा	१	४३५०.००	९५५.३०	२६५.००	१००.००	१००.००	५७७०.३०
अधिकारी	२	४०५०.००	९५५.३०	२५०.००	१००.००	१००.००	५४५५.३०

विभाग क्र. १ : नवी मुंबई आणि सिडको हद्द व लगतच्या १५ की. मी. अंतरापर्यंतचे क्षेत्र.

विभाग क्र. २ : विभाग क्र. १ मधील समाविष्ट क्षेत्र वगळून उर्वरित रायगड जिल्ह्यामधील क्षेत्र.

८) वार्षिक उलाढाल :

८:१ वेतन :

अहवाल साली सुरक्षा रक्षकांना एकूण रुपये ३,५७,९९,८७२/- वेतन व भत्ते वाटण्यात आले. सदरचे वेतन पूर्णपणे सुरक्षा रक्षकांचे वैयक्तिक बँक खात्यामध्ये जमा केले आहे.

८:२ लेव्ही (पट्टी) :

अहवाल साली मुख्य मालकाकडून रुपये २,२९,१२,३८९/- ४२% लेव्ही (पट्टी) रूपाने जमा झाली आहे.

८:३ कलम २३ अंतर्गत सुट प्राप्त एजन्सीकडून ३% प्रशासकीय लेव्ही :

अहवाल साली कलम २३ अंतर्गत सुट प्राप्त सुरक्षा रक्षकांच्या ठेकेदाराकडून प्रशासकीय खर्चापोटी ३ टक्के लेव्ही (पट्टी) रुपये २१,५२,१४६/- जमा झाली आहे.

९) खटले :

महाराष्ट्र खाजगी सुरक्षा रक्षक नोकरीचे नियमन व कल्याण योजना २००२ अंतर्गत खंड १३ अन्वये सन २००९-२०१० अखेर मंडळाचे निरीक्षकांनी ३६ मालकावर खटले दाखल केलेले आहेत. सदरबाबत सविस्तर तपशील खालीलप्रमाणे

वर्ष	वर्षाप्रारंभी प्रलंबित खटले	वित्तीय वर्षात दाखल केलेले खटले	निकालात निघालेले खटले	वर्ष अखेरीस प्रलंबित राहिलेले खटले
२००९-२०१०	११७	३६	०३	१५०

१०) आभार :

मंडळास स्वतःचे कार्यालय नसल्याने मंडळाचे कामकाज सहाय्यक कामगार आयुक्त कार्यालय रायगड, येथे सुरू करण्यात आले या निमित्ताने आम्ही विशेष करून सहाय्यक कामगार आयुक्त कार्यालय रायगड, कामगार आयुक्त कार्यालय ताडदेव मुंबई व मंत्रालयातील कामगार विभागाचे अधिकारी यांनी मंडळास मोलाचे सहकार्य केलेले आहे. त्यांचे आम्ही मनःपूर्वक आभार मानत आहोत.

(अ. ए. चिवटे)

अध्यक्ष,

रायगड जिल्हा सुरक्षा रक्षक मंडळ, तथा
सहाय्यक कामगार आयुक्त, रायगड

(अ. सं. खरात)

सचिव,

रायगड जिल्हा सुरक्षा रक्षक मंडळ, तथा
सरकारी कामगार अधिकारी रायगड.

रायगड जिल्हा सुरक्षा रक्षक मंडळ, पनवेल - ४१० २०६.

RAIGAD DIST. SECURITY GUARD BOARD, RAIGAD
(For Raigad District)

Constituted under Section 6 of the Maharashtra Private Security Guards
(Regulation of Employment and Welfare) Act, 1981

Office :

Raigad Dist. Security Guards Board
C/o. Asstt. Commissioner of Labour, Raigad
Vighnaharta Complex, First Floor,
Sector - 1, Mumbai Pune Road,
Khanda Colony, New Panvel,
Dist. Raigad.

Bankers :

- 1) Bank of India
New Panvel Branch,
Tal. Panvel, Dist. Raigad.
- 2) Bank of Baroda
Panvel Branch,
Tal. Panvel, Dist. Raigad.

Statutory Auditors :

M/s. Vinay Bele & Associates
11, Bele Park, Ravivar Peth,
Nashik, Maharashtra - 422 001.

RAIGAD DIST. SECURITY GUARD BOARD, RAIGAD
(For Raigad District)

Constituted under Section 6 of the Maharashtra Private Security Guards
(Regulation of Employment and Welfare) Act, 1981

(Shri. A. E. Chivate)
Chairman
Raigad District Security Guards Board,
& Asstt. Commissioner of Labour Raigad.

The Raigad District Security Guard Board, Raigad has been established on 5th December, 2002 and the Tripartite Board has not yet been constituted. However, in order to facilitate the working of the Board, the Govt. of Maharashtra appointed the one-man Board vide Govt. Resolution, Industries, Energy and Labour Department Notification No. SGA1507/No.683/Lab-5, Dt. 16.10.2007.

(Shri. A. S. Kharat)
Secretary
Raigad District Security Guard Board
& Government Labour Officer Raigad

RAIGAD DIST. SECURITY GUARD BOARD, RAIGAD (For Raigad District)

Eight Annual Report for 2009-2010

1) INTRODUCTION :

- 1.1 This is the Eight Annual Report of the Raigad Dist. Security Guards Board for the year 2009-2010 being submitted to Govt. under sec.8(3) of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981. The review of the Board's working in respect of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002. during the year under report has been taken in this Report.
- 1.2 The Certificate of the statutory auditors appointed by Govt. for the audit of the Board's Accounts and the income and Expenditure statement and the Balance sheet for the year 2009-2010 are enclosed herewith.
- 1.3 Raigad Dist. Security Guards Board is a statutory board for Raigad District Constituted by the Govt. of Maharashtra in accordance with the provisions of section 6(1) of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981. The Board is a Tripartite Board and the representatives of employers security guards and the Government are appointed on it. However, during the year under report no tripartite board has yet been appointed. The Govt. therefore, has appointed the one-man Board vide its Notification No. SGA1507/No.683/Lab-5, Dt. 16.10.2007 has thereby conferred all the powers of the Board on the Chairman of the Board.

2) CONSTITUTION OF THE BOARD :

- 2.1 The Govt. of Maharashtra, vide the notification Industries, Energy and Labour Dept. No. SGA1507/No.683/Lab-5, Dt. 16.10.2007 has constituted the one-man board.

3) IMPLEMENTATION OF THE SECURITY ACT / SCHEME :

- 3.1 Applicability and scope of the Act -
Initially the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981 was enforced only in Brihan Mumbai And Thane District. However, later in the year 2002, the scope of the Act was extended in the areas of the five districts of Raigad, Pune, Nashik, Aurangabad & Nagpur vide Govt. Notification Industries, Energy and Labour Notification No. SGA1595 / (2854) Leb-5 Dated 5/12/2002 and the Govt. has done a commendable work of prohibiting the exploitation of security guards engaged by private contractors. The security guards directly appointed as regular employees by factories of establishments, are not covered for the purposes of benefits under the provisions of the said Act and the Scheme.
- 3.2 Scope of the scheme
The Scheme applies to all the establishments in Raigad District and although this Board has been established on 5th December 2002 the actual work and the implementation of the original Scheme has commenced with effect from 1.5.2004.
- 3.3 Exemption under the Act -
The Govt. of Maharashtra had adopted the policy to grant exemption under section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981 to private Security Guards for a period of 3 years from 2009, subject to certain terms and conditions.

4) PROGRESS IN REGISTRATION :

The Board is established on 05.12.2002. However, the implementation of the Scheme has actually commenced from 01.05.2004. During the period under report, in the beginning 137 Principal Employers and 449 Security Guards have been registered in the Board. At the end of the year under report, total 148 Principal Employers and 914 Security Guards have been registered.

5) **BOARD MEETING AND IMPORTANT DECISIONS :**

During the period under report, the one-man Board convened one meetings on 21.12.2009 has taken some important decisions.

6) **WELFARE MEASURES :**

The Board makes due provisions for the welfare benefits and facilities to the registered Security Guards by taking levy @42% on the wages of the registered Security Guards. The Distribution of the levy imposed by this Board is as follows:

Sr. No.	Account	Provision
1	Provident Fund	12.00%
2	Diwali Bonus / Ex. Gratia	8.33%
3	Gratuity Fund	4.00%
4	Leave With Wages	4.00%
5	Paid Holiday	1.00%
6	Administration	5.00%
7	Uniform Fund	3.00%
8	Reserve Fund	0.67%
9	Medical Allowance	2.00%
10	Workman Compensation	2.00%
	Total	42.00%

Since the ESIC Act does not cover in Raigad District. The Board is considering to extend the free medical services to its registered Security Guards, from the 2% Levy received towards medical expenses fund.

The brief information in respect of the Welfare measure taken by the Board, is given hereunder.

6.1 **Provident Fund :**

The Scheme of Provident Fund is made applicable to the registered Security Guards of the Board. For this purpose, the Board make 12% deduction from the wages of the Security Guards every month, and an equal amount is contributed by the Board and total amount is credited to their Provident Fund Accounts. During the year under report, an amount of Rs. 99,542.00 towards the Provident Fund has been paid to the Security Guard.

6.2 **Gratuity :**

The Board has made due provision for making the payment of gratuity to those Security Guards who resign or retire. Those who fulfill the requisite conditions in this behalf are benefited by this Scheme.

6.3 Ex-gratia :

As the Security Guards do not come under the purview of the payment of Bonus Act, the Board has made the scheme of Exgratia for them. Which is yet another important welfare scheme of the Board. For this purpose the Board has made due provision in the levy @8.33% on total annual income of a registered Security Guard, to be paid to him at the time of every Diwali festival. During the year under report the amount of Rs. 17,21,565.00 has been disbursed towards the Ex-gratia Payment.

6.4 Leave With Wages :

The nature of work / duty of security Guards is high vigilance in nature, and as such it is not possible to give them declared holidays in a year. Therefore, to compensate them for this the Board has made provision in the levy towards the payment of leave with wages @4% on their total annual income. The said amount of leave with wages is disbursed alongwith the payment Ex-gratia at every Diwali. During the year under report Rs. 4,96,253.00 have been disbursed as payment of leave with wages.

6.5 Paid Holidays :

In accordance with clause 23 of the Private Security Guards (Regulation of Employment and Welfare) Scheme 2002. the registered Security Guards are entitled for four (4) National / Important Festival Holidays during a year, and the same are as follows :

1)	Republic Day	26th January
2)	Maharashtra Day	1st May
3)	Independence Day	15th August
4)	Diwali	2nd Day of Diwali (Bhaubeej)

For making payment of the wages of the said Paid Holidays, provision has been made in the Levy @1% on the total annual income of the Security Guards. During the year under report the amount of Rs. 98,530.00 has been disbursed towards the payment of wages for the paid holidays.

6.6 Uniforms :

The Board has made provision to give two sets of the Uniform, Gum-boots, Rain-Coat, Cap, Shoes of bata company, Sweaters and Articles to the registered Security Guards once in every two years. The Provision for this expenditure is made from the allocated 3% levy.

6.7 Medical Benefits :

The Board has made due provision for the expenses towards free medical facilities to the registered Security Guards and their family members, and the expenditure is made from the allocated 2% levy.

6.8 Accident Compensation :

In order to pay compensation to a registered Security Guard who meets with an accident, or to the heir of a registered Security Guards who dies in accidents, the Board has taken out a Personal Accident Policy in the Board's name from the New India Assurance Co.

7) Wages :

The Board has fixed the wages of the registered Security Guards and the same are made applicable w.e.f. 01.07.2008 The details are shown as hereunder.

Category No.	Zone Wages	Basic	D.A.	H.R.A.	C.A.	W.A.	Gross Wages
Security Guard & Lady Security Guard	I	3650.00	955.30	230.0	100.00	100.00	5035.30
	II	3350.00	955.30	215.00	100.00	100.00	4720.30
Head Guard	I	3750.00	955.30	235.00	100.00	100.00	5140.30
	II	3450.00	955.30	220.00	100.00	100.00	4825.30
Security supervisor	I	3850.00	955.30	240.00	100.00	100.00	5245.30
	II	3550.00	955.30	225.00	100.00	100.00	4930.30
Asst. Scurity officer	I	3950.00	955.30	245.00	100.00	100.00	5350.30
	II	3650.00	955.30	230.00	100.00	100.00	5035.30
Security Officer	I	4150.00	955.30	255.00	100.00	100.00	5560.30
	il	3850.00	955.30	240.00	100.00	100.00	5245.30
Chief Security officer	I	4350.00	955.30	265.00	100.00	100.00	5770.30
	II	4050.00	955.30	250.00	100.00	100.00	5455.30

Zone I : Shall comprise of the areas within the limits of New Mumbai and CIDCO in the Raigad dist rict and aea from the border falling within radius of 15K.M. of such limites.

Zone II : Shall comprise of all remaining areas of the Raigad District not covered by Zone I.

8) ANNUAL TURNOVER :

8.1 Wage :

During the year under report Rs. 3,57,99,872.00 have been disbursed to the Security Guards towards their wages and allowances. The said wages have been fully credited to the personal Bank Accounts of the Security Guards.

8.2 Levy :

The total levy @ 42% received from the Principal Employers amounted to Rs. 2,29,12,389.00 during the year under report.

8.3 Administrative Levy @ 3% from the Security Agencies exempted under section 23:-

The administrative levy @ 3% amounting to Rs. 21,52,146.00 has been received from the contracts of the Security Guards. exempted under Section 23, during the year under report.

9) PROSECUTIONS :

The Inspectors of the Board have filed prosecution against 36 Employers under clause 13 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme 2002. The details are shown hereunder.

Year	Pending at the Beginning of the year	Filed during the year	Disposed off	Pending at the end of the year
2009-2010	117	36	03	150

10) ACKNOWLEDGEMENTS :

The Board does not have its own office, and thus it has been housed in the office of the Asstt. Commissioner of Labour, Raigad wherefrom the Board's initial working has commenced. We are, therefore very thankful to all the officers and the staff of the said office. Also, we express our sincere gratitude to all the officers and the staff of the office of the Commissioner of Labour, Tardeo, Mumbai - 34, as well as all officials of the Labour Department in the Mantralaya, Mumbai, for their valuable co-operation and guidance.

(Shri. A. E. Chivate)

Chairman

Raigad District Security Guards Board
& Asstt. Commissioner of Labour Raigad

(Shri. A. S. Kharat)

Secretary

Raigad District Security Guard Board &
Government Labour Officer, Raigad

RAIGAD DISTRICT SECURITY GUARDS BOARD, PANVEL.

AUDIT REPORT

FOR THE YEAR ENDED 31ST MARCH, 2010

(Financial year 1st April 2009 to 31st March 2010)

Raigad District security Guard Board

Vighnaharta Complex, Sector - 1, Khanda Colony, Mumbai Pune Road,
New Panvel - 410 206.

Statutory Auditor

Vinay Bele & Associates

Chartered Accountants
11, Bele Park, Raviwar Peth,
Nashik - 422 001.
Ph.: (0253) 2509024
E-mail : vrbele.nsk@gmail.com

Internal Auditor

Anand D. Bagade
Chartered Accountants

AUDITORS REPORT

We have audited the attached balance sheet of “**Raigad District Security Guards Board, Panvel**” as at 31st March 2010 and also the Income & Expenditure Account for the year ended on that date annexed thereto. These financial statements are the responsibility of the Board's Management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standard generally accepted in India. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatements.

An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statements presentation.

We believe that our audit provides a reasonable basis for our opinion.

We report that :

1. We have obtained all the information and explanations which, to the best of our knowledge and belief, were necessary for the purpose of our audit.
2. In our opinion, proper books of accounts as required by law have been kept by the board, as far as it appears from our examination of the books.
3. The balance sheet and income and expenditure account, dealt with by this report, are in agreement with the books of account.
4. In our opinion and to the best of our information and according to the explanations given to us, the said accounts, read with notes thereon, are in the manner so required by concerned law of the board and give a true and fair view in conformity with the accounting principles generally accepted in India subject to **Our Observation contained in annexure 1** attached to this Audit Report.
 - a) In the case of the balance sheet, of the state of affairs of the board as at 31st March, 2010 and
 - b) In the case of the income and expenditure account, of the excess of expenditure over income for the year ended on that date.

For Vinay Bele & Associates
Chartered Accountants



Vianny R. Bele (M. No. 104668)
Proprietor

Place : Nasik
Date : 25.11.2015



S. R. Joshi
Chairman



S. S. Chavan
Secretary


Firm Reg. No. : 118084W

Annexure 1 to Audit Report (Forming part of audit report)

Observation to Audit Report


1. The Board has been maintaining the provident fund of the security guards and board's employees with itself in view of the decision of Mumbai high court. The Board has not framed rules of provident fund and sent them to the Govt. for approval. So Board should frame rules of provident fund and sent them tot the Govt. for approval.
2. The Board's provident fund is reured to be incuding in the schedule to the provident fund Act, 1925 to make it applicable on the same lines of Mathadi Board in Maharashtra as there is no specific mention of the security guards board in he same.
3. The Board should frae Gratuity fund rules and get them approved by Govt. of Maharashtra. The Gratuity fund is not evaluated by actuarial valuation. The fund may not be sufficient to cover future liability. Staff Gratuity provision is on ad hoc basis and not on the basis of actuarial valuation. The Gratuity Fund is not approved by income tax Department.
4. The Various receivables and payables are subject to confirmation.
5. In maintaining financial information and in preparation & presentation of financial statement, Accounting Standards issued by the Institute of Chartered Accountants of India has not followed by the Boad wherever applicable.
6. We have applied test check basis for the whole audit assignment.
7. Verification marks of audit will not appear in case of some entries being audit has been conducted on the computer system wherever deem fit and reasonable.
8. We have relied on the internal audit Report of Anand D Bagade. Chartered Accountants, Membership No. 112354.
9. Wherever necessary supporting documents, bills, stamped receipts, third party receipts, payments to security Guards, expenses voucher record is mandatory; we have relied on the remarks of Internal Auditors and explanation given by management.

For Vinay Bele & Associates
Chartered Accountants


Viany R. Bele (M. No. 104668)
Proprietor

Place : Nasik
Date : 25.11.2015


S. R. Joshi
Chairman


S. S. Chavan
Secretary

Firm Reg. No. : 118084W

STATUTORY AUDIT REPORT

AUDIT MEMO

Sr. No.	Particulars	
	Name of Board	Raigad District Security Guard Board, Panvel
	Full Register Address	Vignahar Complex, Sector -1, Khanda Colony, Mumbai Pune Road, New Panvel, Raigad - 410 206.
	Date of Constitution	05/12/2002
	Area of Operation	Raigad District
1	Audit information a. Name and Address of Auditors b. Period covered under Audit c. Date on which i) Audit was completed ii) Audit report was submitted	VINAY BELE & ASSOCIATES, Chartered Accountants, Nasik 01/04/2009 to 31/03/2010 24/05/2015 25/11/2015
2	Membership i) Number of registered employees (Security Guard) ii) Number of Registered Employers b. Have new employers been duly admitted c. Are the written application in order are they filled properly d. Have due remarks been passed against names of the deceased dismissed on resigned workers? e. Are resignation in order & are they duly accepted f. Have nominations made been duly entered against the name of workers?	914 149 Yes Yes No Yes Yes
3	Meeting a) Give dates of board meeting b) State the number of meeting held during the period as and name of member remaining absent.	One Board Meetings Held.
4	Audit Compliances Have Any important point mentioned in the previous	No

Sr. No.	Particulars	
	audit memos been neglected by board? It so state them in general remark	
5	Audit a) Is the auditor from the panel of auditors? b) is the remuneration fixed by state Govt. c) Give the amount of Audit fees of the previous year.	Yes Yes F.Y. 2008-2009 Fees - 12,000/-
6	Internal Audit a) Is there a formal internal audit system in operation b) Any special areas which are taken up the internal auditor? If yes list them. c) Who has done the internal audit whether the internal auditor is from the panel of auditors? d) State whether there is proper co-ordination between the statutory auditor and internal auditor e) Wheter recommendation made by the internal auditor have been complied with the board if no specify them	Yes Yes 1) Provident Fund 2) Gratuity Fund and 3) Other funds receivable and payable. Anand D. Bagade & Associates Chartered Accountants. No, Not From Panel Yes No, We are informed that the same are under consideration of Board and requires approval from State Government which is under process.
7	Accounts Are the accounts maintained regularly? Are receipts and disbursements are correctly Shown in accounts Whether all books, deed and the vouchers and other Documents or records required by the auditors were produced. Where the Budget is prepared and before the board. Breaches a) Does the board posses a copy of the act and the scheme? b) Give the number of breaches of the act and scheme i) Section nos. of the act ii) clauses of the scheme	Yes Yes Yes Yes Yes Nil

Sr. No.	Particulars	
8	Surplus & deficit What is the amount of surplus or deficit during the financial year?	F.Y.2009-2010, Surplus of Rs. 24,67,631/-
9	A. Cash a) Whether the cash is counted physically by the auditor? If yes b) Who produced the cash for counting? Give his name and designation. Is the authorised to keep the cash balance was within the limit stipulate? c) It is correct according to cash book d) are arrangement for safety of cash in safe and cash in transit adequate? e) Whether any insurance policy for Money in transit. Cash in safe and fidelity guarantee is taken out? If yes specify sum insured against each category. B. Bank Balance a) do the bank balance shown in the bank book? If not whether any reconciliation statement is prepared attached statements. b) Whether conformations of balance are obtained from al the banks? C. Securities a) verify securities physically and see whether they are in name of board. b) Are dividend and interest Being duly collected and whether provision of accrued interest is calculated correctly. c) If securities are lodged with the bank are relevant certificate obtained.	No N.A. N.A. As per the information provided tous, the arrangement is adequate. We are informed that the policy was taken however the same was for one year and as the period is expired, the copy of such policy has not been maintained therefore; the same could not be verified. Yes No Period of FDRs are matured and hence the same were either renewed or used for various objectives of the Board. Hence, physical verification is not possible due to practical difficulties. Yes N.A.

Sr. No.	Particulars	
	d) Is investment registered kept and written up to date	We are informed that investment Register maintained by the Board, and We verified it on test check basis.
	e) Whether the aggregate amounts as to the register tally with teh ledger? If not what is the quantum of difference?	We are informed that aggregate amounts as to register taly with ledger.
	f) Amount not received upon maturity	Nil
10	Movable & Immovable property a) Are relevant register maintained up to date. b) Verify property physically and obtain list. Do the balance tally with balance sheet fig. c) In case of immovable properties including land verify title deed and see whether they are in the name of the board d) Is the property duly insured whether necessary? If so give details e) Depreciation i) Is due depreciation in charged ii) State the rates of depreciation charged on various assets	No Board does not have any immovable property. The other assets are not physically verified. N.A. N.A. Yes Depreciation rate - 60%, 10% & 15% on Computers, Furniture & Plant & Machinery. Respectively
11	Wages a) Recovery State amount of wages recovered during the period, state the outstanding as on the last day of financial year. Attached Employer list from whom the amount is recoverable on account of wages and levy as on the last day of the financial year. b) Payments State the amount disbursed as wages during the year and work wise list showing unpaid wages as on the last day of the financial year. c) State the amount of wages consideration for the purpose of calculation diwali bhoni (Exgratia) d) State the amount of diwali bhoni to be paid to workers	Wages recovered during the period is Rs.3,28,42,078/- Outstanding as on teh last day of financial year is Rs. 52,86,841/- Wages recovered and outstanding are reflected in financial statements wages paid during the year is Rs. 3,57,99,872/- 17,32,578.73/- 17,21,565/-


Sr. No.	Particulars	
12	<p>State the amount of levy collected and appropriated to various accounts during the year.</p> <p>Fund Flow Statement Attach a fund flow statement showing the sources of fund application of funds for the year under audit.</p>	<p>Provided Fund 2% - 24,95,112/- Diwali /Ex. Gratia Fund 8.33% - 17,32,579/- Gratuity fund 4% - 8,31,971/- Paid holiday fund - 1% - 2,07,993/- Leave With Wages Fund 4% - 8,31,970.58/- Administrative Fund - 5% - 10,39,963.22/- Free cost Uniform fund 3% - 6,23,977/- Workmen Compensation Fund 2% 4,15,985/- Medical Benefit Fund 2% - 4,15,985/- Misc. Fund -0.67% - 1,39,355/-</p> <p>Fund Flow Statement Attached Separately</p>

For Vinay Bele & Associates
Chartered Accountants


Vian R. Bele (M. No. 104668)
Proprietor

Place : Nasik
Date : 25.11.2015


S. R. Joshi
Chairman


S. S. Chavan
Secretary

Firm Reg. No. : 118084W

Raigad District Security Guard Board

Vighnaharta Complex, Sector -1 , Khanda Colony, Mumbai Pune Road,
New Panvel - 410 206.

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDING 31-3-2011

Particulars	Sch No.	31st Mar. 2011		31st Mar. 2010	
INCOME					
By Levy	"H"	21,52,146		21,52,146	
By Other Income	"I"	12,53,055	34,05,201	8,02,973	10,43,481
GRANT TOTAL		NIL	34,05,201	NIL	10,43,481
EXPENDITURE					
To Provisions	"J"	42,000		37,000	
To administrative Exp.	"K"	8,95,570	9,37,570	4,50,997	4,87,997
By Excess of Income over Exp.			24,67,631		5,55,484
GRANT TOTAL		NIL	34,05,201	NIL	10,43,481

For Vinay Bele & Associates
Chartered Accountants



Viany R. Bele (M. No. 104668)
Proprietor

Place : Nasik
Date : 25.11.2015



S. R. Joshi
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Raigad District Security Guard Board
Vighnaharta Complex, Sector -1 , Khanda Colony, Mumbai Pune Road,
New Panvel - 410 206.

SCHEDULES FORMING PART OF BALANCE SHEET AND P&L ON 31.03.2010

PARTICULARS	SCH	31st Mar., 2010	
RESERVES & SURPLUS :	A		
Profit and Loss Account :			
Op. Balance		43,35,518	
Add : Profit / (Loss) during the year		24,67,631	
Unspend Leavy & Fees		2,40,700	70,43,849
CONSTITUTED FUND & OTHER FUNDS :	B		
Ex-Gratia Fund		18,90,841	
Gratuity Fund		21,88,958	
Interest on other Fund		14,43,213	
Leave With Wages Fund		11,33,154	
Medical Allowance Fund		10,76,553	
Paid Holidays Fund		2,63,934	
Provident Fund		1,25,57,381	
Reserve Fund		30,890	
Uniform Fund		12,15,970	
Workmen Compensation Fund		7,78,182	
Mis. Fund		3,33,314	2,29,12,389
CURRENT LIABILITY & PROVISIONS	C		
Wages Payable			
Balance as per LY Bal-Sheet		25,84,478	
Add : During the year		2,47,97,036	
Less : Paid During the year		2,26,31,912	47,49,602
Accounting & Internal Audit		1,08,425	
LIC Premium of Guards Payable		17,263	
Profession Tax Payable		86,189	
Statutory Audit Fees Payable		53,500	
Salary Payable		27,186	2,92,563

Raigad District Security Guard Board
Vighnaharta Complex, Sector -1 , Khanda Colony, Mumbai Pune Road,
New Panvel - 410 206.

SCHEDULES FORMING PART OF BALANCE SHEET AND P&L ON 31.03.2010

PARTICULARS	SCH	31st Mar., 2010	
FIXED ASSETS	D		
Furniture :			
Op. Balance		56,810	
Add : Purchased		14,900	
Less : Depreciation		7,171	64,539
Battery :			
Op. Balance		6,800	
Add : Purchased		Nil	
Less : Depreciation		1,020	5,780
Computer :			
Op. Balance		25,880	
Add : Purchased		Nil	
Less : Depreciation		15,528	10,352
Fax Machine :			
Op. Balance		4,930	
Add : Purchsed		Nil	
Less : Depreciation		740	4,190
INVESTMENTS	E		
FD 3% Levy		56,55,192	
FD for Administrative Fund		19,01,253	
FD for Ex-Gratia		11,42,351	
FD for Gratuity Fund		18,03,277	
FD for Leave with Wages		5,48,548	
FD for Paid Holiday		1,37,143	
FD for Providend Fund		1,07,50,490	
FD for Uniform Fund		9,31,556	
FD for Medical Allowance		8,20,474	
FD for Reserve Fund		2,74,999	
FD for Workman Compansion Fund		5,02,979	
FD for Forms & Fees		2,04,258	2,46,72,519
CURRENT ASSETS			
Sundry Debtors :	F		
Due from Employers for Wages & Levy		52,86,841	
Tax Deducted at Source		3,76,907	56,63,748
Cash & Bank Balances	G		
Cash in Hand		1,188	
Cash at Bank		45,76,087	45,77,275

Raigad District Security Guard Board
Vighnaharta Complex, Sector -1 , Khanda Colony, Mumbai Pune Road,
New Panvel - 410 206.

CONSTITUTED FUND AND OTHER FUNDS

Ex-Gratia Fund		Provident Fund	
Balance as per last Balance Sheet	12,22,592	Balance as per Last Balance Sheet	71,37,739
Add : Curent Year Contribution	17,32,579	Add : Current Year Contribution	48,28,392
Add : Interest on FD	62,452	Add : Interest on FD	6,90,792
Add : Current Yer Transfer	5,94,783	Less : Paid During Year	99,542
Less : Paid During Year	17,21,565	Bal C/d	1,25,57,381
Bal C/d	18,90,841	Uniform Fund	
Gratuity Fund		Balance as Per Last Balance Sheet	5,41,694
Balance as per Last Balance Sheet	12,41,140	Add : Current Year Contribution	6,23,978
Add : Current Year Contribution	8,31,971	Add : Interest on FD	50,298
Add : Interest on FD	1,15,847	Less : Paid During Year	0
Less : Paid During Year	0	Bal C/d	12,15,970
Bal C/d	21,88,958	Workmen Compensation Fund	
Leave With Wages Fund		Balance as per Last Balance Sheet	3,26,334
Balance as per Last Balance Sheet	7,67,482	Add : Current year Contribution	4,15,985
Add : Current Year Contribution	8,31,971	Add : Interest on FD	35,863
Add : Interest on FD	29,955	Less : Paid During year	0
Less : Current Year Transfer	4,96,253	Bal C/d	7,78,182
Bal C/d	11,33,154	Misc. Fund	
Medical Allowance Fund		Balance as per Last Balance Sheet	1,93,958
Balance as per Last Balance Sheet	6,11,851	Add : Current year Contribution	1,39,355
Add : Current Year Contribution	4,15,985	Add : Interest on FD	0
Add : Interest on FD	51,217	Less : Paid During year	0
Less : Paid During Year	2,500	Bal C/d	3,33,314
Bal C/d	10,76,553	Reserve Fund	
Paid Holidays Fund		Balance as per Last Balance Sheet	11,032
Balance as per Last Balance Sheet	1,46,970	Add : Current year Contribution	-
Add : Current Year Contribution	2,07,993	Add : Interest on FD	17,283
Add : Interest on FD	7,502	Add : Other Fund	2,575
Less : Paid During Year	98,530	Bal C/d	30,890
Bal C/d	2,63,934		

Raigad District Security Guard Board
Vighnaharta Complex, Sector -1 , Khanda Colony, Mumbai Pune Road,
New Panvel - 410 206.

FUNDS FLOW SUMMARY
1 APRIL 2009 TO 31 MARCH 2010

Sources	1-04-2009	31-03-2010	Applications	1-04-2009	31-03-2010
Capital Account		1,24,70,128.68	Investments		1,04,84,804.00
Reserves & Surplus	1,24,70,128.68		FD - 3% Levy	8,54,764.00	
			FD - 42% Levy	94,25,782.00	
Fixed Assets		9,559.00	FD for Form & Fees	2,04,258.00	
Battery Purchased	1,020.00				
Computer	15,528.00				
Fax Machine Purchased	740.00				
Furniture	(-) 7,729.00				
Total	1,24,79,687.68		Total		1,04,84,804.00

Particulars	Opening Balance	Closing Balance	Wkg Cap Increase
Current Assets	60,23,896.52 Dr.	1,02,41,023.16 Dr	42,17,126.64
Curent Liabilities	28,19,921.58 Cr	50,42,164.54 Cr	(-)22,22,242.96
Working Capital	32,03,974.94 Dr	51,98,858.62 Dr	19,94,883.68