



ABSTRACT

Social Welfare and Women Empowerment Department – Integrated Child Development Services — Revised / Consolidated eligibility criteria for appointment of Anganwadi Worker, Mini Anganwadi Worker and Anganwadi Helper – Permission for filling up 7,783 vacancies of Anganwadi Worker / Mini Anganwadi Worker / Anganwadi Helper posts through direct recruitment – Granted Orders – Issued.

Social Welfare and Women Empowerment (SW-7(2)) Department

G.O.(Ms) No.31

Dated:12.03.2025

திருவள்ளூர் ஆண்டு 2056

மாசி-28

Read:

1. G.O.(Ms) No.110, Social Welfare and Nutritious Meal Programme Department, dated: 14.05.2012.
2. G.O.(Ms) No.206, Social Welfare and Nutritious Meal Programme Department, dated: 04.07.2012.
3. G.O.(Ms) No.79, Social Welfare and Women Empowerment Department, dated: 09.11.2021.
4. G.O.(Ms) No.87, Social Welfare and Women Empowerment Department, dated: 02.12.2021.
5. From the Government of India, Ministry of Women and Child Development, Letter No.11/4/2021-CD-I (e-95706), dated: 01.08.2022.
6. G.O.(Ms) No.47, Social Welfare and Women Empowerment Department, dated: 02.08.2022.
7. G.O.(Ms) No.39, Social Welfare and Women Empowerment Department, dated: 22.06.2023.
8. The Director cum Mission Director, Integrated Child Development Services Letter Roc.No. No.6094/E3(2)/2022, dated: 12.09.2023.
9. G.O.(Ms) No.29, Social Welfare and Women Empowerment Department, dated:10.03.2025.

ORDER:

In the Government Order first read above, consolidated eligibility criteria for appointment to the posts of Anganwadi Worker, Mini Anganwadi Worker and Anganwadi Helper under the Integrated Child Development Services were issued.

2. Subsequently, in the Government Orders second, third, fourth and seventh read above, orders have been issued revising/adding certain eligibility criteria for appointment to the posts of Anganwadi Worker, Mini Anganwadi Worker and Anganwadi Helper.

3. The Government of India, in their letter fifth read above, have issued among others certain guidelines prescribing criteria such as age, educational qualification, retirement age, etc., for appointment to the posts of Anganwadi Worker and Anganwadi Helper under the Integrated Child Development Services.

4. In the letter eighth read above, the Director cum Mission Director, Integrated Child Development Services has submitted proposal stating that the Government of India has launched new scheme 'Nutrition as well Education' (PBPB), with an objective to improve the quality of education in the Anganwadi centres along with the focus on nutrition. In order to improve the teaching skills, efficient persons are required in Anganwadi centres for which the Anganwadi Worker as well as Anganwadi Helper with higher educational qualification is necessary. The appointed Anganwadi Worker and Anganwadi Helper are expected to impart basic education to the children in a simple and effective manner and to identify their long term suitability, these employees may be appointed on a temporary basis on consolidated pay, after which they may be absorbed on Special time scale for the post of Anganwadi Worker, Mini Anganwadi Worker and Anganwadi Helper.

5. The Director cum Mission Director, Integrated Child Development Services, based on the guidelines of the Government of India, as well as the existing eligibility criteria, has sent a proposal seeking to issue consolidated eligibility criteria for appointment to the posts of Anganwadi Worker, Mini Anganwadi Worker and Anganwadi Helper in order to ensure uniformity in the appointment process and to permit to fill up 3,886 vacancies of Anganwadi Worker post on temporary basis on consolidated pay of Rs.7,700/- per month, 305 vacancies of Mini Anganwadi Worker post on temporary basis on consolidated pay of Rs.5,700/- per month and 3,592 vacancies of Anganwadi Helper post on consolidated pay of Rs.4,100/- per month, totally 7,783 posts in Anganwadi centres, where 21 and above children are attending pre-school education. The Director cum Mission Director, Integrated Child Development Services has also sought for permission to make appointments to the posts of Anganwadi Worker, Mini Anganwadi Worker and Anganwadi Helper as per the revised the eligibility criteria and to bring them into special time scale of pay after completion of twelve months of their work.

6. After careful examination of the proposal of the Director cum Mission Director, Integrated Child Development Services, the Government issue orders as follows:-

- a) Criteria for appointment to the posts of Anganwadi Worker, Mini Anganwadi Worker and Anganwadi Helper shall be as prescribed in the Annexure to this order.
- b) The Director cum Mission Director, Integrated Child Development Services is permitted to fill up the vacant posts in Anganwadi centres where 21 and above children are attending pre-school education duly following the criteria applicable to the posts. The persons so appointed shall be paid a consolidated pay for a period of one year. From the second year onwards, they shall be brought into special time scale of pay applicable to them. The number of vacant posts permitted to be

filled up through direct recruitment, the consolidated pay payable for the first year and the special time scale of pay applicable to them from the second year onwards shall be as specified in the table below:-

Table

Sl. No.	Name of the post	Number of Vacancy	Consolidated pay for one year (per month in Rs.)	Special time scale of pay after completion of one year (in Rs.)
(1)	(2)	(3)	(4)	(5)
1	Anganwadi Worker	3,886	7,700	Level 4 - 7,700 – 24,200
2	Mini Anganwadi Worker	305	5,700	Level 3 - 5,700 – 18,000
3	Anganwadi Helper	3,592	4,100	Level 2 - 4,100 – 12,500
	Total	7,783		

(By Order of the Governor)

JAYASHREE MURALIDHARAN,
SECRETARY TO GOVERNMENT

To

The Director cum Mission Director,
Integrated Child Development Services, Chennai-600113
The Commissioner of Social Welfare, Chennai – 600 005.

All District Collectors,

The Accountant General, Chennai – 600 018.

The Resident Audit Officer, Chennai-600 009.

All District Programme Officers, Integrated Child Development Services (through the Director cum Mission Director, Integrated Child Development Services, Chennai – 600 113.)

Copy to:-

The Chief Minister's Office, Chennai 600 009.

The Special Personal Assistant to the Hon'ble Minister for Finance and Environment
Climate Change, Chennai – 600 009.

The Special Personal Assistant to the Hon'ble Minister for Social Welfare -
Women Empowerment), Chennai – 600 009.

The Principal Private Secretary to the Secretary to Government, Social Welfare and
Women Development Department, Chennai-600 009.

Stock file / Spare Copy.

// Forwarded by order //


Section Officer.

Annexure

[G.O. (Ms) No.31, Social Welfare and Women Empowerment Department, dated:12.03.2025]

ANGANWADI WORKER

1. Appointing authority

The District Programme Officer, Integrated Child Development Services shall be the appointing authority for the post of Anganwadi Worker.

2. Eligibility criteria

I. Gender

As the Integrated Child Development Services Scheme aims to improve the nutritional and health status of children of 6 months to 6 years, pregnant women and nursing mothers by providing a package of services including supplementary nutrition, preschool education, immunization, health check-up, referral services etc., only the female candidate shall be eligible for appointment to the post of Anganwadi Worker.

II. Age

- a. Applicants who have completed 25 years of age and who are not more than 35 years of age on the first day of the month in which the recruitment notification is published, shall be eligible for applying to the post of Anganwadi Worker.
- b. The upper age limit shall be extended by 5 years (five years) for applicant of Widow, Destitute women, Scheduled castes and Scheduled tribes (35+5=40 years).
- c. The upper age limit shall be extended by 3 years (three years) for the differently abled persons as per the G.O (Ms) No.206, Social Welfare and Nutritious Meal Programme Department, dated: 04.07.2012.

III. Minimum educational qualification

The applicant must have passed 12th Standard.

3. Mode of appointment

The post of Anganwadi worker shall be filled up by direct appointment or by promotion from Mini Anganwadi workers or by promotion from the eligible Anganwadi helpers.

4. Process of selection (Direct appointment)

- i. Advertisement

The appointing authority shall call for application for filling up of vacancies for the post of Anganwadi worker in Anganwadi centres indicating the eligibility criteria by publishing in at least two Tamil newspapers having wide circulation in the respective district and in the Integrated Child Development Services website (www.icds.tn.gov.in) and through press release.

ii. Selection Committee

The Selection committee for appointment for Anganwadi worker shall be as follows:

1. For all districts except Chennai.
 - a. District Programme Officer, ICDS

- b. Deputy Director (Health Services) / his representative
 - c. Personal Assistant (Noon Meal) to the District Collector,
 - d. Child Development Project Officer (concerned).
2. Selection Committee for Chennai District
- a. District Programme Officer, ICDS
 - b. City Health Officer of Greater Chennai Corporation, Chennai / his representative
 - b. Child Development Project Officer, Integrated Child Development Services (concerned)

iii. Selection process

- a. All eligible applicants shall be called for direct interview as scheduled by the District Programme Officer, Integrated Child Development Services of the respective district. The applicants shall submit self-attested copies of certificates issued by competent authority in respect of age, educational qualification, community certificate, priority etc., The certificates of the selected applicants shall be verified with originals by the appointing authority before their appointment.
- b. It shall be clearly mentioned in the call letter for interview that the call letter does not guarantee appointment and no individual can claim for appointment as a right based on the call letter for attending the interview. Applicants who do not appear for direct interview on the assigned date shall not be considered for the selection.
- c. The District Collector, shall make requisite arrangements and supervise the entire process of selection of Anganwadi worker at district level.
- d. The Director cum Mission Director, Integrated Child Development Services shall evolve a common modality and methodology to conduct interview and issue necessary directions.

5. Criteria of residence

- a. The applicant should be a resident of the habitation where the Anganwadi centre is located. If no eligible/suitable applicants from the same habitation is available, the applicants belonging to other habitation from the village panchayat shall be considered. Further, if eligible/suitable applicant is still not available, the applicants from the neighboring village panchayats sharing border with that village panchayat shall be considered for appointment of Anganwadi Worker. The Selection Committee in such cases shall certify the non-availability of qualified applicants in the respective habitation/village panchayats while considering the candidature.
- b. In respect of Anganwadi centres in the Municipality/Corporation areas, the applicant residing in the same ward shall be considered. If no eligible/suitable applicants from the same ward is available, the applicants from the neighboring wards, sharing border with that ward shall be considered. The Selection committee in such cases shall certify the non-availability of qualified applicants in the respective ward while considering the candidature.

6. Proof of residence

Any one of the following documents which indicates the current address of residence of the applicant shall be considered as proof of residence: -

- a. Aadhaar Card
- b. Ration Card
- c. Voter ID

7. Communal rotation

The rule of reservation and communal rotation shall be strictly followed in the appointment of Anganwadi Worker, as per the orders in force from time to time. Every district shall be considered as a separate unit for the purpose.

8. Reservation**a. Reservation for Differently abled persons**

In accordance to the G.O.(Ms) No.29, Social Welfare and Women Empowerment Department, dated:10.03.2025, the eligible persons with following types of disabilities, viz., Dwarfism, Leprosy Cured (40%, no deformity in both upper limbs, with intact sensory and motor components) and Acid Attack Victims identified as suitable for the post of Anganwadi Worker through direct recruitment shall be appointed in all 4% of reserved vacancies in the Anganwadi Worker post.

b. Priority Widows / Deserted Women

25% of sanctioned posts of Anganwadi Worker on direct recruitment shall be filled with widows / deserted women on priority basis as per G.O. (Ms) No.79, Social Welfare and Women Empowerment Department, dated:09.11.2021.

9. Mode of filling vacancies by promotion**a. From among the Mini Anganwadi Workers as per G.O (Ms) No. 47, Social Welfare and Women Empowerment Department, dated: 02.08.2022****b. 25% of sanctioned posts of Anganwadi Worker shall be filled up from amongst the Anganwadi Helper who have fulfilled the eligibility conditions prescribed for appointment of Anganwadi Worker except upper age limit and have completed 10 years of satisfactory service as per G.O (Ms) No.39, Social Welfare and Women Empowerment Department, dated: 22.06.2023.****10. Transferring authority****a. The District Collector shall be the transferring authority for inter block transfer of Anganwadi Worker. The District Programme Officer, Integrated Child Development Services shall be the transferring authority for intra block district transfer of Anganwadi Workers.**

There shall be annual general transfer of Anganwadi Workers in the month of May, provided that the requested centre falls within the radius of 10 km from the residence of worker.

b. The Director Cum Mission Director, Integrated Child Development Services shall be the transferring authority for inter district transfer of Anganwadi Worker. For inter district transfer on request, the Director cum Mission Director, Integrated Child Development Services shall obtain recommendation from the District Officer concerned.

11. Pay

The special time scale of pay applicable to Anganwadi Worker post is Rs.7,700 - 24,200/-.

12. Retirement age

The retirement age for Anganwadi worker shall be 60 years

MINI ANGANWADI WORKER

1. Appointing authority

The District Programme Officer, Integrated Child Development Services shall be the appointing authority for the post of Mini Anganwadi Worker.

2. Eligibility criteria**I. Gender**

As the Integrated Child Development Services Scheme aims to improve the nutritional and health status of children of 6 months to 6 years, pregnant women and nursing mothers by providing a package of services including supplementary nutrition, preschool education, immunization, health check-up referral services etc., only the female candidate shall be eligible for appointment to the post of Mini Anganwadi Worker.

II. Age

- a. Applicants who have completed 25 years of age and who are not more than 35 years of age on the first day of the month in which the recruitment notification is published, shall be eligible for applying to the post of Mini Anganwadi Worker.
- b. The upper age limit shall be extended by 5 years (five years) for applicant of Widow, Destitute women, Scheduled castes and Schedule tribes (35+5=40 years).
- c. The upper age limit shall be extended by 3 years (three years) for the differently abled persons as per the G.O.(Ms) No.206, Social Welfare and Nutritious Meal Programme Department, dated: 04.07.2012.

III. Minimum educational qualification

The applicant must have passed 12th Standard.

3. Mode of appointment

The post of Mini Anganwadi worker shall be filled up by direct appointment.

4. Process of selection (Direct appointment)**I. Advertisement**

The appointing authority shall call for application for filling up of vacancies for the post of Mini Anganwadi Worker in Anganwadi centres indicating the eligibility criteria by publishing in at least two Tamil newspapers having wide circulation in the respective district and in the Integrated Child Development Services website (www.icds.tn.gov.in) and through press release.

II. Selection Committee

The Selection committee for appointment for Mini Anganwadi Worker shall be as follows:

- a. For all districts except Chennai.
 1. District Programme Officer, ICDS

2. Deputy Director (Health Services) / his representative
 3. Personal Assistant (Noon Meal) to the District Collector,
 4. Child Development Project Officer (concerned).
- b. Selection Committee for Chennai District
1. District Programme Officer, Integrated Child Development Services.
 2. City Health Officer of Greater Chennai Corporation, Chennai / his representative
 3. Child Development Project Officer, Integrated Child Development Services (concerned)

III. Selection process

- a. All eligible applicants shall be called for direct interview as scheduled by the District Programme Officer, Integrated Child Development Services of the respective district. The applicants shall submit self-attested copies of certificates issued by competent authority in respect of age, educational qualification, community certificate, priority etc., The certificates of the selected applicants shall be verified with originals by the appointing authority before their appointment.
- b. It shall be clearly mentioned in the call letter for interview that the call letter does not guarantee appointment and no individual can claim for appointment as a right based on the call letter for attending the interview. Applicants who do not appear for direct interview on the assigned date shall not be considered for the selection.
- c. The District Collector, shall make requisite arrangements and supervise the entire process of selection of Mini Anganwadi Worker at district level.
- d. The Director cum Mission Director, Integrated Child Development Services shall evolve a common modality and methodology to conduct interview and issue necessary directions.

5. Criteria of residence

- a. The applicant should be a resident of the habitation where the Anganwadi centre is located. If no eligible/suitable applicants from the same habitation is available, the applicants belonging to other habitation from the village panchayat shall be considered. Further, if eligible/suitable applicant is still not available, the applicants from the neighboring village panchayats sharing border with that village panchayat shall be considered for appointment of Mini Anganwadi worker. The Selection Committee in such cases shall certify the non-availability of qualified applicants in the respective habitation/village panchayats while considering the candidature.
- b. In respect of Anganwadi centres in the Municipality/Corporation areas, the applicant residing in the same ward shall be considered. If no eligible/suitable applicants from the same ward is available, the applicants from the neighboring wards, sharing border with that ward shall be considered. The Selection committee in such cases shall certify the non-availability of qualified applicants in the respective ward while considering the candidature.

6. Proof of residence

Any one of the following documents which indicates the current address of residence of the applicant shall be considered as proof of residence: -

- a. Aadhaar Card
- b. Ration Card
- c. Voter ID

7. Communal rotation

The rule of reservation and communal rotation shall be strictly followed in the appointment of Mini Anganwadi Worker, as per the orders in force from time to time. Every district shall be considered as a separate unit for the purpose.

8. Reservation**a. Reservation for Differently abled persons**

In accordance to the G.O.(Ms) No.29, Social Welfare and Women Empowerment Department, dated:10.03.2025, the eligible persons with following types of disabilities, viz., Dwarfism, Leprosy Cured (40%, no deformity in both upper limbs, with intact sensory and motor components) and Acid Attack Victims identified as suitable for the post of Mini Anganwadi Worker shall be appointed in all 4% of reserved vacancies in the Mini Anganwadi Worker post.

b. Priority Widows/Deserted Women

25% of sanctioned posts of Mini Anganwadi worker on direct recruitment shall be filled with widows /deserted women on priority basis as per G.O. (Ms) No.79, Social Welfare and Women Empowerment Department, dated: 09.11.2021.

9. Transferring authority**a. The District Collector shall be the transferring authority for inter block transfer of Mini Anganwadi Worker. The District Programme Officer, Integrated Child Development Services shall be the transferring authority for intra block district transfer of Mini Anganwadi Workers.**

There shall be annual general transfer of Mini Anganwadi Workers in the month of May, provided that the requested centre falls within the radius of 10 km from the residence of worker.

b. The Director Cum Mission Director, Integrated Child Development Services shall be the transferring authority for inter district transfer of Mini Anganwadi Worker. For inter district transfer on request, the Director cum Mission Director, Integrated Child Development Services shall obtain recommendation from the District Officer concerned.**10. Pay**

The special time scale of pay applicable to Mini Anganwadi Worker post is Rs.5,700 - 18,000/-.

11. Retirement age

The retirement age for Mini Anganwadi Worker shall be 60 years.

ANGANWADI HELPER

1. **Appointing authority**

The District Programme Officer, Integrated Child Development Services shall be the appointing authority for the post of Anganwadi Helper.

2. **Eligibility criteria**

I. **Gender**

As the Integrated Child Development Services Scheme aims to improve the nutritional and health status of children of 6 months to 6 years, pregnant women and nursing mothers by providing a package of services including supplementary nutrition, preschool education, immunization, health check-up, referral services etc., only the female candidate shall be eligible for appointment to the post of Anganwadi Helper.

II. **Age**

- a. Applicants who have completed 20 years of age and who are not more than 40 years of age on the first day of the month in which the recruitment notification is published shall be eligible for applying to the post of Anganwadi Helper.
- b. The upper age limit shall be extended by 5 years (five years) for applicant of Widow, Destitute women, Scheduled castes and Scheduled tribes (40+5=45 years).
- c. The upper age limit shall be extended by 3 years (three years) for the differently abled persons as per G.O.(Ms) No.206, Social Welfare and Nutritious Meal Programme Department, dated:04.07.2012.

III. **Minimum educational qualification**

The applicant must have passed 10th Standard.

3. **Mode of appointment**

The post of Anganwadi Helper shall be filled up by direct appointment.

4. **Process of selection (Direct Appointment)**

I. **Advertisement**

The appointing authority shall call for filling up of vacancies for the post of Anganwadi Helper in Anganwadi centres indicating the eligibility criteria by publishing in at least two Tamil newspapers having wide circulation in the respective district, in the Integrated Child Development Services website (www.icds.tn.gov.in) and through press release.

II. **Selection Committee**

The Selection Committee for appointment for Anganwadi helper shall be as follows:

- a. For all districts except Chennai District.
 1. District Programme Officer, Integrated Child Development Services
 2. Deputy Director (Health Services)/his representative.
 3. Personal Assistant (Noon Meal) to the District Collector
 4. Child Development Project Officer, Integrated Child Development Services (concerned).
- b. Selection Committee for Chennai District
 1. District Programme Officer, Integrated Child Development Services
 2. City Health Officer (Greater Chennai Corporation), Chennai/his representative
 3. Child Development Project Officer (concerned), Integrated Child Development Services

III. Selection Process

1. All eligible applicants shall be called for direct interview as scheduled by the District Programme Officer, Integrated Child Development Services. The applicants shall submit self-attested copies of certificates issued by competent authority in respect of age, educational qualification, community certificate, priority etc., The certificates of the selected applicants shall be verified with originals by the appointing authority before their appointment.
2. It shall be clearly mentioned in the call letter for interview that the call letter does not guarantee appointment and no individual can claim for appointment as a right based on the call letter for attending the interview. Applicants who do not appear for direct interview on the assigned date shall not be considered for the selection.
3. The District Collector, shall make requisite arrangements and supervise the entire process of selection of Anganwadi Helper at district level.
4. The Director cum Mission Director, Integrated Child Development Services shall evolve a common modality and methodology to conduct interview and issue necessary directions.

5. Criteria of residence

- a. The applicant should be a resident of the habitation where the Anganwadi centre is located. If no eligible/suitable applicants from the same habitation is available, the applicants belonging to other habitation from the village panchayat shall be considered. Further, if eligible/suitable applicants are still not available, the applicants from the neighbouring village panchayats sharing border with that village panchayat shall be considered for appointment of Anganwadi Helper. The Selection committee in such cases is directed to certify the non-availability of qualified applicants in the respective habitation/ village panchayat while considering the candidature.
- b. In respect of Anganwadi centres in the Municipality/Corporation areas, the applicant residing in the same ward shall be considered. If no eligible/suitable applicants from the same ward is available, the applicants from the neighboring wards, sharing border with that ward shall be considered. The selection committee in such case is directed to certify the non-availability of qualified applicants in the respective ward while considering the candidature.

6. Proof of residence

Any one of the following documents which indicates the current address of residence of the applicant shall be considered as proof of residence:

- a. Aadhaar Card
- b. Ration Card
- c. Voter ID

7. Communal rotation

The rule of reservation and communal rotation shall be strictly followed in the appointment of Anganwadi Helper, as per the orders in force from time to time. Every district shall be considered as a separate unit for the purpose.

8. Reservation**a. Reservation for Differently abled persons**

In accordance to the G.O.(Ms) No.29, Social Welfare and Women Empowerment Department, dated:10.03.2025, the eligible persons with following types of disabilities, viz., Dwarfism, Leprosy Cured (40%, no deformity in both upper limbs, with intact sensory and motor components) and Acid Attack Victims identified as suitable for the post of Anganwadi Helper shall be appointed in all 4% of reserved vacancies in the Anganwadi Helper post.

b. Priority Widows/Deserted Women

25% of sanctioned posts of Anganwadi Helper on direct recruitment shall be filled with widows / deserted women on priority basis as per G.O.(Ms) No.79, Social Welfare and Women Empowerment Department, dated:09.11.2021.

9. Transferring Authority**a. The District Programme Officer, Integrated Child Development Services shall be the transferring authority for intra district transfer of Anganwadi Helper.**

There shall be annual general transfer of Anganwadi Helpers in the month of May, provided that the requested centre falls within the radius of 10 kilometre from the residence of helper.

b. The Director Cum Mission Director, Integrated Child Development Services shall be the transferring authority for inter district transfer of Anganwadi Helper. For inter district transfer on request, the Director cum Mission Director, Integrated Child Development Services shall obtain recommendation from the district officer concerned.**10. Pay**

The special time scale of pay applicable to Anganwadi Helper post is Rs.4,100 - 12,500/-.

11. Retirement Age

The retirement age for Anganwadi Helper shall be 60 years.

Jayashree Muralidharan
Secretary to Government

// Forwarded by order //

K. Pranshu
Section Officer