

**GOVERNMENT OF BIHAR**  
**HEALTH DEPARTMENT**  
**NOTIFICATION**

Patna, Dated ...06/02/2025

No-6-N-07-35/2010(Part)-.....128(6)...../ In exercise of powers conferred under proviso to Article-309 of the Constitution of India, the Governor of Bihar is pleased to make the following Rules to regulate selection, appointment, promotion and service conditions of the Bihar Auxiliary Nurse Midwife-A.N.M Cadre under the Health Department:-

**1. Short title, extent and commencement.-**

- (i) These Rules may be called the "Bihar Lady Health Worker (Auxiliary Nurse Midwife) Cadre Rules, 2025".
- (ii) It shall extend to the whole of the State of Bihar.
- (iii) It shall be deemed to have come into effect on 16.11.2018.

**2. Definitions.-**In these Rules, unless otherwise required in the subject or context-

- (i) "Government" means Bihar State Government;
- (ii) "Department" means Health Department;
- (iii) "Appointing Authority" means Director-in-Chief (Nursing), Health Services, Bihar, Patna;
- (iv) "A.N.M." means Auxiliary Nurse Midwife;

- (v) "Commission" means Bihar Technical Service Commission;
- (vi) "Cadre" means Bihar Lady Health Worker (Auxiliary Nurse Midwife) or (A.N.M.) Cadre;
- (vii) "Appendix" means appendix appended to these Rules; and
- (viii) "Recognized Institutions" means the institution recognized by the State Government of Bihar or its authorised body but in the case of institutions located outside of the State of Bihar, must comply with Suitability conditions as per Indian Nursing Council, New Delhi.

3. **Constitution of cadre.-** The cadre of Bihar Lady Health Worker (Bihar Auxiliary Nurse Midwife) shall be at the State level. In this cadre total number of posts in the cadre shall be such as may be sanctioned by the government from time to time:
4. **Chain of posts of cadre.-** Different categories and chain of posts of this cadre shall be according to the appendix.
5. **Recruitment.-** The appointment in this cadre shall be made by direct recruitment to the basic category posts through competitive examination and on the basis of recommendation of the Commission through the procedure laid down in the rules-8(ii).

**6. Qualification.**-(1) For appointment by direct recruitment to the basic category posts, minimum educational qualification shall be pass in Auxiliary Nurse Midwifery training course of the period as determined by Indian Nursing Council from time to time, from a duly recognized institution and a certificate related thereto shall be necessary and in the case of institutions outside of the State of Bihar Suitability as per norms of Indian Nursing Council, New Delhi shall be mandatory. A Valid Registration of candidates from Bihar Nurses Registration council shall also be necessary. Candidates Registered in other State Council shall be required to get themselves registered from Bihar Nurses Registration Council before counseling and valid registration certificate from Bihar Nurses Registration Council must be submitted at or before the time of counseling failing which their candidature will deemed to be ineligible for selection and appointment.

**7. Age Limit.-**

- (i) The minimum age limit for direct recruitment will be 21 years and the maximum age limit will be the same as decided by the General Administration Department from time to time in respect of different categories including reservation categories.

- (ii) Any applicant who has rendered service on contract in any State Government/Non-Private (Central Government, Panchayat, Municipal Corporation etc.) under health facilities/hospitals situated in the State of Bihar shall be given relaxation in maximum age limit equal to the period of work done earlier on the same post. Such relaxation will be admissible even in respect of service rendered for part of a particular year, however benefit will accrue only for the period of actual service done on contract.

Provided that appointment on contract should have been done on the basis of selection and following the policy of reservation in the State of Bihar at the time of contract appointment and appointment should have been done by competent authority against duly sanctioned post. In such cases instructions issued by General Administrative Department from time to time shall be followed.

- (iii) 1<sup>st</sup> August of the concerned year shall be cut-off-date for determination of age.

#### **8. Procedure of recruitment.-**

- (i) The appointing authority, after calculating the vacancy as on 1<sup>st</sup> April of the year and getting roster cleared, shall send category wise requisition to the

Commission as far as practicable by 30<sup>th</sup> April of the same year.

(ii) In view of the requisition, the Commission shall invite application by advertising the vacancies and shall prepare a merit list on the following basis:-

a. Selection shall be made on the basis of - 75 marks competitive examination. Competitive examination shall be based on questions from syllabus of Auxiliary Nurse and Midwives as framed by Indian Nursing Council.

b. For the period of satisfactory work -25 marks experience on contract basis, put in government/non-Private (Central Government, Panchayat, Municipal Corporation etc.) health facilities/hospitals located within the State of Bihar, 5 marks per year, maximum 25 marks (in case of part period of service rendered for any year, the number of work days of part period will be multiplied with 5 and divided by 365, the proportional score obtained by dividing by 365 will be added.)

Provided that the benefits of work experience would be admissible only when the appointment on contract is made in accordance with rules-7(ii). Contract appointment should be on the same post.

Total-100 marks  
(Maximum)

**Explanation:-** The marks to be given to a candidate for competitive examination (as contained in 8(ii)(a)) shall be determined by multiplying the percentage of total marks obtained in the aforesaid examination by

the multiple of 0.75 For example, if a candidate has obtained 50% marks, then he will be given  $50 \times 0.75 = 37.5$  marks.

- (iii) The Commission shall prepare merit list on the basis of aforesaid sub-rule(ii), category wise in accordance with requisition of vacancies and send its recommendations to the Department. The Department will undertake the scrutiny of certificates of the recommended candidates. Thereafter, the concerned Appointment Authority will make the appointments after conducting health check-up, police verification (of antecedents) etc. and after complying with the guidelines regarding appointment issued by the Government (General Administration Department) from time to time.

**9. Probation period.-** The Bihar Lady Health Worker (ANM) appointed by direct recruitment on recommendation of the commission, will be on probation for the period of 01 (one) year. The Probation period may be extended for 01 (one) more year, if the service is not satisfactory, during the probation period. If the service is not found to be satisfactory even in the extended period, the service may be terminated.

10. **Confirmation.-** The service of the Bihar Lady Health Worker (ANM) shall be confirmed after satisfactory completion of the probation period, completion of prescribed induction training, passing in all papers of prescribed departmental examination and fulfilling other conditions prescribed for service commission by the department, from time to time. Separate guidelines will be issued by the department regarding training and departmental exam.

11. **Seniority.-** The inter-se-seniority of Lady Health Worker (ANM) shall be determined according to the merit list prepared by the Commission.

12. The personnels appointed/promoted and working before the commencement of these Rules on the posts of this cadre mentioned in appendix of these rules shall be deemed to be automatically included in this cadre.

13. **Chain of Posts of Promotion.-**

(i) Subject to the availability of vacancies, prescribed time period to be served on a post and according to seniority cum merit, the Lady Health Workers (ANM) may be considered to be promoted to the posts mentioned in the Appendix of these rules.

(ii) For the consideration of promotion, compliance of instructions relating to the KALAWADHI,

(time period) issued by the General Administration Department, from time to time, shall be compulsory. Compliance of instructions issued by the General Administration Department, from time to time, with respect to promotion and Sealed cover process method with respect to character Roll or P.A.R etc. shall be compulsory at the time of consideration of promotion.

**14. Departmental Promotion Committee.-**

- (i) Promotions will be considered on the basis of recommendations of the Departmental Promotion Committee.
- (ii) The Departmental Promotion Committee will be constituted vide separate order by the Department.

**15. Transfer of A.N.M.-** The transfer of Bihar Lady Health Worker (ANM) shall be governed by the extant Rules/Regulation/Directions of the Department of Cabinet Secretariat, Government of Bihar.

**16. Reservation.-** Compliance of provisions of Reservation Act of the Government and reservation roster for direct recruitment and promotion issued, from time to time, by the Government shall be compulsory.



17. **Delegation of power.-** Keeping of view the ease of work, the Appointing Authority can delegate same of its powers to the Civil Surgeon-com-Chief Medical Officer of the concerned district/Superintendent concerned Medical College Hospital/Director concerned Superspeciality Hospital.
18. **Uniform.-** It shall be compulsory for the Lady Health Workers to wear prescribed uniform during duty hours as determined by the Department.
19. **Residuary Matter.-** For the subjects for which provisions have not been provided in these Rules, provisions of concerned Code/Rules/Resolutions/Instructions shall apply.
20. **Removal of doubt.-** If any doubt arises with respect to interpretation of any provisions of these Rules, it shall be referred to the Department and in this respect the decision of the Department after consultation with the Law Department shall be final.
21. **Removal of difficulties.-** If any difficulty arises in implementation of provisions of these Rules, the department may remove such difficulty after consultation of the Law Department by such order which is not inconsistent with the provisions of these Rules.

**22. Repeal and Savings.-**

- (i) (a) The Bihar Lady Health Worker (Bihar Auxiliary Nurse Midwife) Cadre Rules, 2023 is hereby repealed.  
(b) The Bihar Lady Health Worker (Bihar Auxiliary Nurse Midwife) Cadre Rules, 2018 is hereby repealed.
- (ii) Notwithstanding such repeal anything done or any order passed which has attained finality resulting in creation of vested Rights shall be deemed to have been done under present Rules.

Provided further that any selection process for the post in the cadre of Lady Health Worker (Auxiliary Nurse Midwife) or (ANM) Cadre commenced on 28.07.2022, irrespective of stage of selection process under Repealed Rules of 2018 or 2023, shall be abandoned and fresh selection process shall be undertaken in the manner prescribed in the Rule-7 & 8 of the present Rules.

**Appendix**  
**[See rule 2(VII), 4, 12, 13]**  
**Chain of Posts of Bihar Lady Worker (A.N.M.) Cadre**

Sl. No.	Name of Post	Category
1.	Lady Health Worker (A.N.M.)	Basic Category
2.	Senior Lady Health Worker	First chain of promotion
3.	Lady Health Worker Supervisor	Second chain of promotion

**Note:-** The Pay Band, Grade Pay and Pay Level of all the aforesaid categories shall be the same as it may be determined by the Government, from time to time.

**By order of the Governor of Bihar**

Sd./-

(Manoj Kumar Singh)

Secretary to the Govt. of Bihar

ज्ञापक:- 6/एन0-07-35/2010 (अंश)-.....128(6).....पटना, दिनांक:- 06 / 02 / 2025

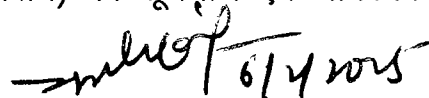
प्रतिलिपि:-अधीक्षक, सचिवालय मुद्रणालय, गुलजारबाग, पटना को बिहार राजपत्र के असाधारण अंक में प्रकाशनार्थ प्रेषित।

प्रतिलिपि:-ई-गजट शाखा, वित्त विभाग, बिहार, पटना को बिहार गजट के असाधारण अंक में प्रकाशनार्थ प्रेषित।

प्रतिलिपि:-मुख्य सचिव, बिहार के आप्त सचिव/अपर मुख्य सचिव, मंत्रिमंडल सचिवालय विभाग/अपर मुख्य सचिव, वित्त विभाग/ प्रधान सचिव, सामान्य प्रशासन विभाग/प्रधान सचिव, संसदीय कार्य विभाग/सचिव, विधि विभाग, बिहार, पटना को सूचनार्थ प्रेषित।

प्रतिलिपि:-सचिव, बिहार विधान सभा/बिहार विधान परिषद, पटना को सभा/परिषद के पटल पर रखने हेतु प्रेषित।

प्रतिलिपि:-माननीय मंत्री, स्वास्थ्य के आप्त सचिव/अपर मुख्य सचिव, स्वास्थ्य के प्रधान आप्त सचिव/निदेशक प्रमुख (नर्सिंग) को सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषित।



Secretary to the Govt. of Bihar