



स्वास्थ्य कार्यकर्ता — पुरुष एवं महिला (ए.एन.एम.) — चिकित्सा एवं स्वास्थ्य विभाग, राजस्थान

The Health Worker is the person posted at a sub-centre with whom a village's health system actually begins — immunisation, antenatal checks and care of pregnant women, newborn and child health, surveillance for malaria,...



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करियर मार्गदर्शन कार्यशाला, डाइट बाड़मेर (14-17 जुलाई 2026) में विकसित व लोकार्पित
Developed & unveiled at the Career Guidance Workshop, DIET Barmer (14-17 July 2026)

यह एक स्वतंत्र परियोजना है, जो सरकार की आधिकारिक करियर-मार्गदर्शन सामग्री पर आधारित है। • An independent project based on the Government's official career-guidance content.

1 About this career

The Health Worker is the person posted at a sub-centre with whom a village's health system actually begins — immunisation, antenatal checks and care of pregnant women, newborn and child health, surveillance for malaria, tuberculosis and seasonal disease, family welfare, and going village to village for surveys and records. First, a point about the name, because applications turn on it: the rules say in as many words that "the designation of ANM has been changed as Health Worker (Female)". So the post everyone calls ANM appears in an advertisement as Health Worker (Female) — a student searching only for "ANM" can miss the recruitment entirely. The post at the same level for men is Health Worker (Male), and its qualification is different. Both are reachable after Class 10.

2 At a glance

Minimum qualification	Female — Class 10 + ANM training or the Health Worker (Female) course + registration with the Rajasthan Nursing Council as a B Grade Nurse. Male — Secondary or equivalent + the 18-month Health Worker (Male) training course
Recruiting body	Rajasthan Staff Selection Board (RSSB) / the Appointing Authority — Medical & Health Department
Age limit	Minimum 18. The upper age limit is not given here — that figure could not be read from the extracted text of these rules; see the advertisement — the upper limit is relaxed for reserved categories and for women (detail below)
Starting salary	Pay matrix level not officially confirmed — see the advertisement
Demand	100% direct recruitment; a post at every sub-centre in the state

3 What you need

INTERESTS

- An interest in health, and in the care of mothers and children
- Work that spreads awareness in a community
- Going village to village and meeting people directly

ABILITIES

- Winning people's trust — in immunisation and childbirth it is the biggest asset there is
- Regularity in records and reporting
- Recognising danger signs in time and referring at once

KEY SKILLS

- Immunisation — the schedule, doses, the cold chain and watching for adverse effects
- Newborn and child health, growth monitoring and nutrition counselling
- Family welfare counselling and distributing supplies
- Field surveys, records and online entry on the health portals
- Registering pregnant women, antenatal checks and identifying a high-risk pregnancy
- Surveillance for malaria, tuberculosis and seasonal disease, and collecting blood slides
- First aid, referral, and coordinating with the 104 and 108 services

4 How to get there

- 1 Pass Class 10. That is the base requirement for both posts — no degree is needed.
- 2 Women candidates — do the ANM training or the Health Worker (Female) course at a recognised institution. It usually runs two years, and the fee at a government ANM training centre is very low.
- 3 Women candidates — register with the Rajasthan Nursing Council as a B Grade Nurse. The rules make this a compulsory part of the qualification; the training alone is not enough.
- 4 Men candidates — do the 18-month Health Worker (Male) training course. This post was formerly known as BHW, MSW, Insect Collector and Vaccinator, so older information may still use those names.
- 5 When the advertisement appears, apply under the correct post name — "Health Worker (Female)" or "Health Worker (Male)", not just "ANM".
- 6 After selection and document verification, join at a sub-centre.

MAIN EXAMS

- Selection is by the Board or the Appointing Authority. The marking scheme and syllabus are published in that cycle's advertisement. The board's archive records "ANM (Contractual) 2023" and "GNM (Contractual) 2023" recruitments.
- Regular versus contractual — check this before applying. The board's 2023 ANM recruitment is recorded in its own notices as CONTRACTUAL. The service conditions, pay and security of a contractual appointment differ from a regular post.

- Registration — for a woman candidate the Rajasthan Nursing Council B Grade Nurse registration is a condition of eligibility, not a stage of selection.
- Relaxation in the upper age limit — 5 years for male candidates of the Scheduled Castes, Scheduled Tribes, Backward Classes, More Backward Classes and Economically Weaker Sections; 5 years for women candidates of the General category; and 10 years for women candidates of those same categories. Which means plainly that the bare figure printed against a post understates a reserved-category woman's eligibility by a decade — if you are in that category, work out your eligibility only after adding the relaxation. In Rajasthan, 30% of the posts in direct recruitment are reserved category-wise for women candidates. Widows and divorced women have no upper age limit at all — the rules say it in those words. It is Rule 13(9) of the Rajasthan State and Subordinate Services (Direct Recruitment by Combined Competitive Examination) Rules 1999, it appears again as the same proviso in the Rajasthan Medical & Health Subordinate Service Rules, and RPSC advertisements reproduce it. A widow must furnish a certificate of the death of her husband from the competent authority, and a divorced woman the proof of divorce. The exact terms of relaxation and reservation are given in that recruitment's own advertisement.
- Reservation for women — under these rules, in direct recruitment 50% of the posts of Nurse Grade-II and Public Health Nurse are reserved for women and 30% of the remaining posts category-wise, of which one third is kept for widows and divorced women in the ratio of 80:20.

5 Where to study

GOVERNMENT INSTITUTES

- Government ANM training centres — the Health Worker (Female) course — Government ANM training centres in many districts (<https://rajswasthya.rajasthan.gov.in/>)

- Health Worker (Male) training institutions of the Medical & Health Department — Departmental training centres (<https://rajswasthya.rajasthan.gov.in/>)
- Rajasthan Nursing Council — registration as B Grade Nurse — Jaipur (<https://rajswasthya.rajasthan.gov.in/>)
- Government Senior Secondary Schools — Class 10 — In every block

ONLINE

- चिकित्सा एवं स्वास्थ्य विभाग, राजस्थान — उप-स्वास्थ्य केंद्र एवं कार्यक्रम — The department this post belongs to (<https://rajswasthya.rajasthan.gov.in/>)
- राष्ट्रीय स्वास्थ्य मिशन — टीकाकरण, मातृ एवं शिशु स्वास्थ्य की निःशुल्क सामग्री — Government of India (<https://nhm.gov.in/>)
- राजस्थान नर्सिंग काउंसिल — पंजीकरण — Compulsory for women candidates (<https://rajswasthya.rajasthan.gov.in/>)
- आर.एस.एस.बी. — पिछले प्रश्न-पत्र, उत्तर कुंजी व पाठ्यक्रम (निःशुल्क) — The Staff Selection Board's own site — the most reliable free preparation material there is (https://rsmssb.rajasthan.gov.in/show_archived?menuName=Xj4lCb9vGxpQnfls%2FxlZ2g%3D%3D)
- विभागीय सेवा नियम (कार्मिक विभाग) — पद की योग्यता व आयु मूल दस्तावेज़ में पढ़ें — The Department of Personnel publishes the service rules for every cadre. Read these before any coaching material — qualification, age and the method of recruitment are settled here and nowhere else. (<https://dop.rajasthan.gov.in/>)
- स्वयं (SWAYAM) — भारत सरकार के निःशुल्क ऑनलाइन कोर्स — Free (<https://swayam.gov.in/>)
- राष्ट्रीय डिजिटल पुस्तकालय (NDLI) — Free books and study material (<https://ndli.iitkgp.ac.in/>)
- एन.सी.ई.आर.टी. — निःशुल्क पाठ्यपुस्तकें — The foundation for general knowledge, maths and science (<https://ncert.nic.in/>)

FEES

Schooling to Class 10 at a government school is close to free. The course fee at a government ANM training centre is very low, while a private institution costs several times more — so try for a government centre first, and always check the institution's recognition before admission, because a certificate from an unrecognised one will not carry you through Nursing Council registration. The registration fee runs to a few thousand rupees. Fee-reimbursement and scholarship schemes apply for SC, ST and OBC students. For a daughter of a rural family this is the least expensive route into health service after Class 10.

SCHOLARSHIPS

- Mukhyamantri Anuprati Coaching Yojana (free coaching, apply via SSO) (<https://sso.rajasthan.gov.in/signin>)
- Rajasthan Social Justice and Empowerment Dept scholarships (<https://sje.rajasthan.gov.in/>)
- National Scholarship Portal (NSP) (<https://scholarships.gov.in/>)

- Buddy4Study scholarship search (<https://www.buddy4study.com>)

6 What the work is like

WHERE YOU WORK

Sub-centres, primary and community health centres, the immunisation and Mamta Diwas sessions held in villages, anganwadi centres, school health programmes, and house-to-house surveys. Most of the work is in the field, less of it at the centre.

WORK CULTURE

This work goes inside the village and into people's homes, so it rests on trust — persuading a family to accept a vaccination, or to have a delivery in an institution, is often the hardest part. A birth can happen at any hour, so the call does not keep to a timetable. The load rises sharply during immunisation drives, surveys and any outbreak, and the deadlines for online entry add a pressure of their own. Reaching remote dhanis often means using your own transport. On the other side, a health worker is known by name in the village and her word is heeded, and the result of this work shows up not in a statistic but in children surviving and mothers coming through safely.

WHO HIRES

- | | |
|--|---|
| • Medical & Health Department, Government of Rajasthan | • Sub-centres, primary and community health centres |
| • Programmes of the National Health Mission | • The universal immunisation and maternal-and-child health programmes |
| • The national tuberculosis elimination and malaria control programmes | • District health societies and block health offices |

DEMAND (2026)

Rajasthan's health structure begins at the sub-centre and a Health Worker post is sanctioned at every sub-centre in the state, so this cadre is large and permanent. Under the rules both posts are filled 100% by direct recruitment. On the women's post the rules record one more thing: 25% of Health Worker (Female) posts continue to be filled from Nurse Dai until all Nurse Dai with a Class 8 pass are absorbed, and thereafter 100% by direct recruitment — so that old quota is winding down and the direct-recruitment share will grow. Two cautions. First, the advertisement names the post "Health Worker (Female)", not "ANM"; searching only for the old name can mean missing the recruitment. Second, the board's 2023 ANM recruitment is recorded in its own notices as contractual, so check before applying whether the post is regular or contractual — the service conditions are not the same. One thing to be clear about — the "demand" described above counts posts, not your chance of getting one. Selection is by open competition and the number of applicants runs to many times the number of posts, so most candidates are not selected in any given recruitment. That is not an argument against this career; it is an argument against making it your only plan. Keep studying or building a skill alongside your preparation, so that the year is not lost whichever way the result goes.

7 Career growth

- 1 Health Worker (Female) / Health Worker (Male) — posted to a sub-centre
- 2 Health Worker (Male), Senior Scale — by promotion
- 3 Female and male Health Supervisor grade posts
- 4 Block-level health programme supervisory posts, on experience and further qualification
- 5 Completing GNM or B.Sc. Nursing while in service also opens a route into the nursing cadre

EARNINGS

Starting	विज्ञप्ति में घोषित पे मैट्रिक्स स्तर के अनुसार
Mid level	₹30,000 – ₹40,000 (भत्तों सहित, कुछ वर्षों बाद)
Senior level	₹45,000 से अधिक (भत्तों सहित, पर्यवेक्षी पदों पर)

A travelling allowance is payable separately for field tours, and it matters in practice here because so much of the work is in the villages. The most important thing when comparing: a contractual appointment pays an honorarium well below a regular post's salary and carries no retirement benefits. No comparison of pay means anything until you have checked in the advertisement whether the post is regular or contractual. The starting figure is BASIC PAY, so that it can be compared directly against other careers. Dearness allowance (60% of basic since 1 January 2026) and house rent allowance are added on top of it, so take-home pay is appreciably higher. The mid-level and senior figures are approximate monthly income including allowances, not basic pay. Note — in Rajasthan a direct recruit is a probationer-trainee for the first 2 years and is paid a fixed remuneration, not the pay scale; dearness allowance and house rent allowance are not payable in those two years (Rajasthan Service Rules, rule 7(30A)). The full pay scale applies once probation is completed. The pay matrix level for this post could not be confirmed on this page from an official document — it is not in the service rules and not in the CET Rules 2022 schedule. No level is therefore stated here. The correct figure is printed in the official advertisement for the recruitment; check it there before applying. The figures above rest on the Rajasthan 7th pay matrix, which is what applies as of 17 August 2026. The Terms of Reference of the 8th Central Pay Commission were approved on 28 October 2025 and it must report within 18 months of its constitution. State governments normally adopt a Central Pay Commission with modifications, and later than the Centre does — so Rajasthan pay will be revised too, though by how much and when is not yet settled.

8 The good parts · The challenges

The good parts

- Reachable after Class 10 — no degree needed
- A post at every sub-centre in the state, and a posting usually in your own area
- For rural girls, the least expensive route into health service

The challenges

- Some recruitments are contractual, with an honorarium and security below a regular post
- Births and emergencies at any hour — the working day is not fixed
- Touring to remote dhanis, often by your own transport

9 Sources & further reading

1. Rajasthan Medical and Health Subordinate Service Rules, 1965 (Department of Personnel) — https://dop.rajasthan.gov.in/writer/eaddata/modulCategory/202310191130523544303Medical1965_merged.pdf
2. Medical & Health Department, Government of Rajasthan — <https://rajswasthya.rajasthan.gov.in/>

3. National Health Mission — <https://nhm.gov.in/>
4. Rajasthan Staff Selection Board (official) — <https://rssb.rajasthan.gov.in/>
5. Department of Personnel, Rajasthan — service rules — <https://dop.rajasthan.gov.in/>
6. 8th Central Pay Commission — Cabinet approval of the Terms of Reference (PIB, 28 October 2025) — <https://www.pib.gov.in/PressReleasePage.aspx?PRID=2183289>

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