

RECRUITMENT RULES

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GOVERNMENT OF PUDUCHERRY

CHIEF SECRETARIAT

(ADI DRAVIDAR WELFARE AND SCHEDULED TRIBES WELFARE)

[G.O. Ms. No. 15/2025-Wel(SCW), Puducherry, dated 28th November 2025]

NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, read with the Notification No. F.5/4/65-GP., dated 11th January, 1965 of the Ministry of Home Affairs, Government of India, New Delhi and in supersession of the Notification issued in G.O. Ms. No.03/2014/Wel-SCW.II, dated 12th September, 2014 of the Adi Dravidar Welfare Department (Secretariat Wing), Government of Puducherry and published as a Supplement to Official Gazette No. 41, dated 14th October 2014, save as respect things done or omitted to be done before such supersession, the Lieutenant-Governor, Puducherry, hereby makes the following rules regulating the method of recruitment to the Group 'C', Non-Ministerial Post of Welfare Inspector in the Adi Dravidar Welfare and Scheduled Tribes Welfare Department, Social Welfare Department and Women and Child Development Department, Puducherry, namely:—

1. *Short title and commencement.*— (i) These rules may be called the Government of Puducherry, Adi Dravidar Welfare and Scheduled Tribes Welfare Department, Social Welfare Department and Women and Child Development Department, Group 'C' Post of "Welfare Inspector" Recruitment Rules, 2025.

(ii) They shall come into force on the date of their publication in the Official Gazette.

2. *Application.*— These rules shall apply to the post specified in Column (1) of the Schedule annexed to these rules.

3. *Number of posts, its classification and Level in the Pay Matrix.*— The number of the said posts, its classification and Level in the Pay Matrix attached thereto, shall be as specified in the Columns (2) to (4) of the Schedule annexed hereto.

4. *Method of recruitment, age-limit and other qualifications.*— The method of recruitment to the said post, age-limit, qualifications and other matters relating thereto, shall be as specified in Columns (5) to (13) of the said Schedule.

5. *Disqualifications.*— No persons,—

(a) who has entered into or contracted a marriage with a person having a spouse living; or

(b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to the said posts:

Provided that the Lieutenant-Governor, Puducherry may, if satisfied that such marriage is permissible under the Personal Law applicable to such person and the other party to the marriage, and there are other grounds for so doing, exempt any person from the operation of this rule.

6. *Power to relax.*— Where, the Lieutenant-Governor, Puducherry, is of the opinion, that it is necessary or expedient so to do, he may, by order and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

7. *Savings.*— Nothing in these rules shall affect the reservations, relaxations in upper age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Ex-servicemen and other special categories of persons in accordance with the orders, issued by the Government from time to time in this regard.

SCHEDULE

RECRUITMENT RULES FOR THE POST OF WELFARE INSPECTOR

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| 1. Name of the post | : Welfare Inspector |
| 2. Number of posts | : 22 (Twenty-two) [2025] Subject to variation dependent upon work-load. |
| 3. Classification | : General Central Services, Group 'C', Non-Gazetted, Non-Ministerial. |
| 4. Level in the Pay Matrix | : Level-4 (₹ 25,500 - ₹ 81,100) |
| 5. Whether selection post or non-selection post | : Not applicable |
| 6. Age-limit for direct recruits | : Between 18 and 30 years.

(Relaxable for Government Servants up to 40 years of age in accordance with the instructions or orders issued by the Central Government).

<i>Note</i> : The crucial date for determining the age-limit shall be as advertised by the Competent Authority. |
| 7. Educational and other qualifications required for direct recruits. | : Essential
A degree in Social Work (or) Sociology (or) Psychology from a recognized University/Institution.

<i>Note</i> : Qualifications are relaxable at the discretion of the Competent Authority for reasons to be recorded in writing, in the case of candidates otherwise well qualified. |
| 8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees. | : Not applicable |
| 9. Period of probation, if any | : Two years

<i>Note</i> : Direct recruits would be required to successfully complete a mandatory induction training of at least two weeks duration in the relevant field as prescribed by the Competent Authority for completion of probation. |
| 10. Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods. | : 100% By direct recruitment

<i>Note</i> : Vacancies caused by the incumbents being away on deputation or long illness or study leave or under other circumstances for a duration of one year or more may be filled on deputation basis from officials of Puducherry Administration :— |

- (a) (i) Holding analogous posts on regular basis in the parent cadre/Department; or
- (ii) With 8 years regular service in posts in Level-2; and
- (b) Possessing the educational qualifications prescribed for direct recruits under column (7).

(Period of deputation, including the period of deputation in another *ex cadre* post held immediately preceding this appointment in the same or some other organization or Department of the Central/State/Union Territory Governments shall ordinarily not exceed three years. The maximum age-limit for appointment by deputation shall be "not exceeding 56 years" as on the closing date of receipt of applications).

11. In case of recruitment by promotion/deputation/ absorption, grades from which promotion/deputation/absorption is to be made. : Not applicable
12. If, a Departmental Promotion Committee exists, what is its composition? : *Group 'C' Departmental Confirmation Committee (for Considering Confirmation)/Recruitment Committee:—*
- (i) The Secretary to Government . . Chairman
(Adi Dravidar Welfare and Scheduled Tribes Welfare).
 - (ii) The Under Secretary to Government . . Member
(Adi Dravidar Welfare and Scheduled Tribes Welfare).
 - (iii) The Director, . . Member
(Adi Dravidar Welfare and Scheduled Tribes Welfare Department).
13. Circumstances in which the Union Public Service Commission is to be consulted in making recruitment. : Not applicable

(By order of the Lieutenant-Governor)

K. CANDANE @ SIVARADJANE,
Under Secretary to Government
(Adi Dravidar Welfare and Scheduled Tribes Welfare).