



TEACHING SERVICE COMMISSION

Vulupindi Haus, Level 3, P.O Box 6268, BOROKO – National Capital District, Papua New Guinea

CIRCULAR INSTRUCTION NO: 8 OF 2026

Date: 2nd July 2026

File: 1.1.3

**TO: All Provincial Education Advisors / Executive Managers
All Church Education Secretaries
All Provincial TSC Officers
All Teachers within the National Education System**

**SUBJECT: TEACHING POSITION VACANCY GAZETTE FOR 2026 AND 2027
TEACHER APPOINTMENT MANAGEMENT COMPLIANCE TIMELINE.**

1. AUTHORITY

This Circular is issued pursuant to the Teaching Service Act 1988, particularly Sections 9, 43, 61, 71, 35 and 85 that gives Teaching Service Commission (TSC) authority over all teachers,

(a) **Terms and conditions**

(b) **Welfare and employment functions.**

2. PURPOSE

The purpose of this Circular is to inform all Provincial Education Boards (PEBs), District Education Boards (DEBs), the Bougainville Education Board (BEB), Church Education Authorities, and all relevant stakeholders of the mandatory timelines and compliance requirements to ensure transparent, accountable, and merit-based teacher appointment. This Circular is to be read in conjunction with TSC Circular No. 2 of 2025 and TSC Circular No. 1, & 6 of 2026.

3. BACKGROUND

1. Teacher appointment processes at the provincial level and national level have been inconsistent with the Teaching Service Act and greatly affects teacher welfare and conditions of employment which has direct effect to quality teaching and learning in PNG.

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2. Section 35(2) of the Teaching Act 1988, provides that it is TSC that approves advertisement for vacant teaching positions whilst Section 37 of the TSAct recognise its role in the Teacher Appointment.

3. The State Solicitor's advice dated 2nd **August 2019** and **18th February 2025** has confirmed to ensure all teacher business to indecently managed by Teaching Service Commission.

4. **TEACHING SERVICE AUTHORITY OVER TEACHER PPOINTMENT**

1. **Protection of Teachers' Terms and Conditions**

The Teaching Service Commission is responsible for safeguarding the terms and conditions of employment of all teachers. Any deficiencies or inconsistencies in appointment processes directly impact teacher welfare and must be addressed in accordance with the Act.

2. **TEACHING POSITION VACANCY MANAGEMENT**

2.1 **TEACHING POSITION VACANCY GAZETTE FOR PROVINCIAL & NATIONAL INSTITUTION**

A total of **42,000 teaching position vacancies** has been identified. Out of these, **25,147 base-level** positions and **16,853 promotional** teaching positions were identified through the Teaching Position Cleansing and Validation process. Details of these vacant positions must reach all teachers within the primary, secondary, vocational, high school, junior high school, secondary sector, and all national institutions across the nation.

All **Teachers' Application forms (TSC Form 30)** must reach the TSC Provincial Office before 31st July. However, for **Hela Province** and **West New Britain Province**, submissions must reach the Teaching Service National Office within the prescribed timeline.

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Table 1. Summary of Provincial & National Institutions Vacant Teaching Positions

PROVINCES	PRIMARY		HIGH SCHOOLS		SECONDARY		VOCATIONAL		TOTAL	
	TS03	TS04_TS08	TS04	TS05_TS08	TS04	TS05_TS012	TS04	TS05_TS07	BASE LEVEL	PROMOTIONAL
SOUTHERN REGION										
CENTRAL	544	399	84	49	64	95	21	15	713	558
MILNE BAY	700	219	46	31	78	127	39	32	863	409
ORO PROVINCE	340	232	93	52	53	49	17	15	503	348
WESTERN PROVINCE	357	207	26	15	35	38	11	10	429	270
NCD	104	227	37	26	122	231	23	33	286	517
KLM	195	146	39	28	25	36	17	15	276	225
GULF	533	259	45	23	34	36	22	10	634	328
TOTAL									3704	2655
MOMASE REGION										
WSP	756	415	81	50	96	106	43	22	976	593
ESP	1264	791	265	190	210	193	48	24	1787	1198
MADANG	1896	962	184	110	186	161	110	57	2376	1290
MOROBE	833	1074	70	53	109	218	45	59	1057	1404
TOTAL									6196	4485
ISLANDS REGION										
AROB	1143	548	40	34	95	84	38	19	1316	685
ENBP	1386	663	37	24	186	169	105	46	1714	902
MANUS	218	138	27	15	51	45	7	1	303	199
WNBP	964	482	114	63	101	89	22	14	1201	648
NIP	513	286	10	7	94	93	37	23	654	409
TOTAL									5188	2843
HIGHLANDS REGION										
EHP	547	861	121	107	148	275	40	52	856	1295
ENGA	769	550	52	29	219	191	60	36	1100	806
HELA	491	230	85	60	100	85	25	12	701	387
JIWAKA	862	304	135	70	182	162	61	29	1240	565
SHP	982	864	202	120	193	161	60	39	1437	1184
WHP	2083	807	231	139	378	338	129	65	2821	1349
SIMBU	1177	471	171	92	148	125	93	47	1589	735
TOTAL									9744	6321
OVERALL TOTAL									24832	16304
NATIONAL INSTITUTIONS										
INSTITUTIONS TYPE	FODE		PNGEI		NSOE		IERCE		BASE LEVEL	PROMOTIONAL
BASE (TS04_TS05)	155				74		86		315	
PRO(TS05_TS12)	328		63		91		67			549
	PROVINCIAL + NATIONAL INSTITUTIONS OVERALL						42000		25147	16853

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2.2 BASE LEVEL TEACHERS COMPULSORY REQUIREMENT

All base-level teachers must apply using the *revised Form 30*. The revised *form 30* captures your choices. You must indicate your preference for a tenure appointment and your preference for continuity if you are unsuccessful in the tenure process. Please submit all TSC Form 28s to the Provincial Education Division and send copies to the TSC Provincial Office.

2.3 ALL PROMOTIONAL TEACHERS APPLICATION

It is mandatory for all teachers under promotional category to complete the revised TSC Form 30. Applications must be accompanied with the copy of your eligibility or inspection report. It is also a mandatory requirement to complete the TSC Form 28 and submit to Provincial Education Division and copy to TSC Provincial Office.

2.4 CONSEQUENTIAL APPOINTMENT

All PEBs, NEBs, PNGEI, and Provincial TSC Advisors are hereby notified that all consequential teacher appointment activities will commence in **September and conclude by 31st October 2026**. Consequential appointments apply strictly to currently serving members of the teaching workforce who have not yet secured a tenure appointment.

2.5 REVIEW APPOINTMENTS

All teacher review appointments and review postings must be completed by **31st November annually**.

2.6 TEACHERS UNDER EXIT CATERGORY

Teachers who have resigned, retired, or on long service leave are not eligible to apply. Only current active members of the Teaching workforce are eligible to apply for the advertised position.

2.7 NEW GRADUATES UNDER ADMISSION CATERGORY

New graduates with 2026 Admission Certificate may apply for the advertised base-level positions in their specific sector using the revised TSC Form 30.

3. TEACHERS ELIBILGILITY STATUS

All teachers within provincial and national institutions applying for promotional levels must clearly specify their current substantive status and submit their

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Inspection report with Eligibility certificate with TSC Form 30. All applications must reach **TSC Provincial Office by 31st of July 2026.**

4. PAYROLL COMPLIANCE DIRECTION

Teacher occupancy data will be updated starting November 2026 for all teacher appointments made within the specified 2026 timeline.

This update applies to:

- a. Teachers confirmed under the 2027 Tenure Gazettal.
- b. Teachers confirmed through consequential appointments by PEBs and NEBs, in compliance with all TSC guidelines and timelines specified in the Gazette.
- c. All teachers in the admission and deployment category.
- d. Teachers confirmed through the review and appeal process.

All payroll officers at national and provincial levels must strictly comply with the instructions in this circular to prevent impacts to teachers' welfare and terms and conditions of employment. All Approved Teachers Occupancies and Salaries must be updated for reflection on the payroll by Pay One of 2027 to ensure smooth resumption for all teachers.

CONCLUSION

This circular is issued to ensure that all teacher business management processes are aligned with the specified timelines for the 2026 and 2027 academic years. Strict adherence is required to prevent recurring issues, including unlawful suspensions, salary overruns, and escalating government liabilities.

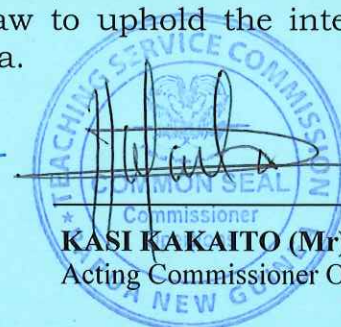
TSC is committed to correcting all appointment discrepancies that negatively affect teachers' terms and conditions of employment. Therefore, all stakeholders are urged to act responsibly and in full compliance with the law to uphold the integrity and credibility of the Teaching Service in Papua New Guinea.



MAINI MIKE UGAIA (Mr)
Acting Chairman –TSC



Dr. CHARLY MUKE
Acting Commissioner Policy



KASI KAKAITO (Mr)
Acting Commissioner Operation

Distribution:

- All Provincial Administrators - All Provinces**
- All District Administrators – All Provinces**
- All Church Agencies**
- Director – Education Sector – PMNEC**
- State Solicitors Office - NCD All Relevant Central Agencies**
- All Payroll & OIC Salaries All Provinces**
- All Teachers (National Institutions and Provincial Institutions)**

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