



**GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT**

Dated the 25th March, 2026

SEDU/AS/DS/O/260325/0082

NOTIFICATION

No.SO(Estt)3-26/07(3859). Upon approval of Provincial Cabinet, a committee comprising of the following is hereby constituted to hire School Teaching Interns (STIs) against vacant teaching posts (**Annexure-A**), on the procedure, terms and conditions as follows:-

i. Hiring Committee

1	The Deputy Commissioner	Chairman
2	Chief Executive Officer, DEA Concerned	Member
3	Subject Specialist in the field of concerned disability	Member
4	The District Education Officer (Special Education)	Secretary
5	Principal / Headmaster / Headmistress of concerned institute	Member

ii. Eligibility Criteria

All aspiring candidates (Men, Women and Transgenders) shall be eligible to apply for School Teacher Interns as per the following criteria:

Sr.No	Name of post	Academic Qualification	Age Limit	Experience
1.	Computer Teacher (BS-16).	BS in Computer Sciences or Information Technology or Software Engineering or equivalent qualification from a university recognized by Higher Education Commission.	21-28 years	Fresh aspiring candidates having relevant qualification are encouraged to apply. However, preference may be given to candidates having teaching experience.

2.	Educator (BS-16)	(i) M.A or BS (second division or grade-C) in Special Education or equivalent qualification from a university recognized by Higher Education Commission; or (ii) Bachelor's degree (second division or grade-C) with B.Ed, or B.Ed. in Special Education or equivalent qualification from a university recognized by Higher Education Commission	21-28 years	Fresh aspiring candidates having relevant qualification are encouraged to apply. However, preference may be given to candidates having teaching experience.
3.	Junior Special Education Teachers (H.I Field) (BS-16)	M.A. or BS (second division or grade-C) in Special Education with specialization in the field Deaf or equivalent qualification from a university recognized by Higher Education Commission.	21-28 years	Fresh aspiring candidates having relevant qualification are encouraged to apply. However, preference may be given to candidates having teaching experience.
4.	Junior Special Education Teacher (Mentally Challenged Field)(BS-16)	M.A. or BS (second division or grade-C) in Special Education with specialization in the field mentally challenged or equivalent qualification from a university recognized by Higher Education Commission.	21-28 years	Fresh aspiring candidates having relevant qualification are encouraged to apply. However, preference may be given to candidates having teaching experience.

5.	Junior Special Education Teacher (Physically Handicapped) (BS-16)	M.A. or BS (second division or grade-C) in Special Education with specialization in the field Physically disabled or equivalent qualification from a university recognized by Higher Education Commission.	21-28 years	Fresh aspiring candidates having relevant qualification are encouraged to apply. However, preference may be given to candidates having teaching experience.
6.	Junior Special Education Teacher (Visually Impaired Field)(BS-16)	M.A. or BS (second division or grade-C) in Special Education with specialization in the field Blind or equivalent qualification from a university recognized by Higher Education Commission; and (ii) Certificate of proficiency in Braille issued by the Directorate General of Special Education, Punjab.	21-28 years	Fresh aspiring candidates having relevant qualification are encouraged to apply. However, preference may be given to candidates having teaching experience.
7.	Math Teacher (BS-16)	Master's degree or BS (second division or grade-C) in Mathematics or equivalent qualification from a university recognized by Higher Education Commission.	21-28 years	Fresh aspiring candidates having relevant qualification are encouraged to apply. However, preference may be given to candidates having teaching experience.

8.	Senior Special Education Teacher for H.I. Field (BS-17).	M.A or M.Ed. or BS (first division or grade-B) in Special Education with specialization in the field of deaf or equivalent qualification from a university recognized by Higher Education Commission.	21-28 years	Fresh aspiring candidates having relevant qualification are encouraged to apply. However, preference may be given to candidates having teaching experience.
9.	Senior Special Education Teachers for Shadab Schools/ Mentally Challenged Field (BS-17).	M.A or BS (first division or grade-B) in special Education with specialization in the field of mentally challenged or equivalent qualification from a university recognized by Higher Education Commission.	21-28 years	Fresh aspiring candidates having relevant qualification are encouraged to apply. However, preference may be given to candidates having teaching experience.
10.	Senior Special Education Teacher for Physically Handicapped Field (BS-17).	M.A or BS (first division or grade-B) in special Education with specialization in the field of physically disabled or handicapped or equivalent qualification from university recognized by Higher Education Commission.	21-28 years	Fresh aspiring candidates having relevant qualification are encouraged to apply. However, preference may be given to candidates having teaching experience.

11.	Senior Special Education Teacher for the Visually Impaired Field (BS-17)	M.A or BS (first division or grade-B) in special Education with specialization in the field of visually impairment or equivalent qualification from a university recognized by Higher Education Commission and (ii) Certificate of proficiency in Braille issued by the Directorate General of Special Education Punjab.	21-28 years	Fresh aspiring candidates having relevant qualification are encouraged to apply. However, preference may be given to candidates having teaching experience.
12.	Psychologist (BS-17).	M.Sc. or BS (second division or grade-C) in Psychology or Applied Psychology or Clinical Psychology or Child Psychology or equivalent qualification from a university recognized by Higher Education Commission.	21-28 years	Fresh aspiring candidates having relevant qualification are encouraged to apply. However, preference may be given to candidates having teaching experience.

13.	Speech Therapist /Speech Specialist (BS-17)	<p>(i) M.A. or BS in Special Education or equivalent qualification from university recognized by Higher Education Commission; and</p> <p>ii) one year post graduate Diploma in Speech and Language Therapy: or</p> <p>(iii) BS or B,Sc (hons.) (second division) in Speech and Language Therapy or Pathology or equivalent qualification from a university recognized by Higher Education Commission.</p>	21-28 years	Fresh aspiring candidates having relevant qualification are encouraged to apply. However, preference may be given to candidates having teaching experience.
14.	Physiotherapist (BS-17).	B.Sc pr BS (second division) in Physiotherapy or equivalent qualification from a university recognized by Higher Education Commission.		Fresh aspiring candidates having relevant qualification are encouraged to apply. However, preference may be given to candidates having teaching experience.

iii. Selection Procedure

The approved procedure to hire STIs is as follows:-

- i. Engagement shall be for 9 months during the 02 financial years 2025-26 and 2026-27 or till the arrival of regular incumbents whichever is earlier.
- ii. Recruitment shall be carried out at the district level following due advertisement.

iii. Educational qualifications, age limit and eligibility criteria for hiring of School Teaching Interns shall be the same mentioned in para 1(I).

iv. Merit shall be determined in accordance with the Recruitment Policy, 2022, Para-8(B), relevant to the concerned post.

v. The merit list shall be displayed publicly at the office of the concerned Deputy Commissioner.

vi. Placement orders shall be issued by the Deputy Commissioner concerned.

vii. Recruitment shall be institution specific and non-transferable

Vii. TOTAL MARKS 100

(i). EDUCATION QUALIFICATION

Maximum Marks 65

a. Where prescribed minimum qualification is Matric/equivalent

A+Grade	A Grade	B Grade	C Grade	D Grade	E Grade
65	60	56	49	42	35

b. Where prescribed minimum qualification is Intermediate/equivalent

		A+Grade	A Grade	B Grade	C Grade	D Grade	E Grade
1	Intermediate 67%	43	40	35	33	28	23
2	Matric 33%	21	19	17	15	13	12

c. Where prescribed minimum qualification is Bachelor's degree/equivalent

		1 st Div.	2 nd Div	3 rd Div.
	Bachelor 50%	32	30	21
1	Intermediate 33%	21	18	14
2	Matric 17%	11	10	07

d. Where prescribed minimum qualification is BS/equivalent (16 years)

		1 st Div.	2 nd Div	3 rd Div.
	BS 75%	48	45	32

1	Intermediate 17%	11	09	07
2	Matric 08%	05	04	03

e. Where prescribed minimum qualification is Master degree/equivalent.

		1 st Div.	2 nd Div	3 rd Div.
	Master 50%	32	28	21
	Bachelors 25%	16	14	11
1	Intermediate 17%	11	09	07
2	Matric 08%	05	04	03

ii. **HIGHER QUALIFICATION IN THE RELEVANT FIELD**

Maximum Marks 10

Next above the qualification prescribed under the rules:

1	One stage higher	05
2	Two Stages higher	07
3.	Three stages higher	10

iii. **POSITION IN THE BOARD/UNIVERSITY IN THE PRESCRIBED QUALIFICATION**

Total Marks 05

1	1 st position	05
2	2 nd position	03
3.	3 rd position	02

EXPERIENCE IN THE RELEVANT FIELD

(Over and above the experience prescribed in the service rules)

Maximum Marks 05

(iv) **EX-SERVICE MAN/HAFIZ-E-QURAN**

Maximum Marks 05

(v) **INTERVIEW**

V Code of Conduct

a. The STIs shall follow the terms and conditions of their letter of agreement. They shall comply with the rules, regulations, policies and instructions issued by the department from time to time and shall follow the school's discipline.

b. They shall be required to be professional, regular and punctual and display good character. They shall treat all teachers and students with dignity, respect and fairness. They shall not indulge in any political or any other activities which tantamount to unbecoming of a teacher.

c. The performance of the STIs will be evaluated on the following indicators along with Key Performance Indicators (KPIs) notified by the department:

- a. Delivery of lessons as per prescribed curriculum
- b. Checking of homework of the students
- c. Examinations and assessment of the students
- d. Maintenance of students' progress report
- e. Assistance to the head teacher in planning/executing academic, sports and curricular activities.
- f. Meeting parents (if nominated by Principal/Head) to apprise them about the progress of students.
- g. Character building of the students

VI. Any violation of code of conduct/terms and conditions of letter of agreement will be considered misconduct and may entail penal consequences. In addition thereto, the following will constitute misconduct:

- (a) Willful absence from duty.
- (b) Causing damage to school property or records.
- (c) Infliction of corporal punishment on a student.
- (d) Inefficiency and non-delivery of quality education to the students.
- (e) Provision of bogus degrees/documents.

The Principal/Head shall issue an explanation to the STIs, involved in violation of code of conduct/Terms and Conditions or the above-mentioned grounds. Written reply to the charge(s) of explanation shall be sought from the concerned STI and the same shall be placed before members of the Hiring Committee for their decision regarding termination of letter of agreement.

VII. Attendance and Performance

The Principal/Head of the school shall maintain a separate attendance register for STIs and ensure attendance on daily basis. The DEO concerned shall monitor attendance register of STIs and verify the same before release of salary to STIs every month. The performance of STIs shall be monitored by the concerned Principal/head of the school.

VIII. Tenure / Duration.

The hiring of STIs shall be a non-transferable and purely on temporary basis in a particular school. A selected STI may be hired for a period of nine months during financial years 2025-26 and 2026-27 or till arrival of regular incumbents whichever is earlier, excluding summer vacations, under the terms and conditions of letter of agreement ([Annexure-B](#)).

ix. General

For the sake of clarity and transparency it is reiterated that:

- i. The STIs shall be hired solely for academic purposes and Principal/Head of the relevant school shall not utilize their services in running the administrative affairs of the school.
- ii. Preferably STIs (Men) shall be hired and posted in Boys schools. Similarly. STIs (Women) shall be hired and posted only in Girls schools.
- iii. STIs (Transgender), may be posted in Boys/girls/Transgender schools.
- iv. The letter of agreement of an STI may be terminated without assigning any reason.

(SHOAIB IQBAL SYED)
SECRETARY
SPECIAL EDUCATION DEPARTMENT

NO. & DATE EVEN.

A copy is forwarded for information and necessary action to the:-

- 1) **Accountant General Punjab, Lahore.**
- 2) Secretary
Finance Department
- 3) **All District Accounts Officers in Punjab**
- 4) All the Deputy Commissioners, Government of the Punjab
- 5) Chief Executive Officers (DEAs)
- 6) **The Principals/Headmasters/Headmistress/In-Charge of Special Education Institution in Punjab**
- 7) Personal Secretary
Special Education Department



**SECTION OFFICER
(ESTABLISHMENT)**



