

Imperative staffing actions apply only to those bilingual positions where an applicant is required to meet all the requirements for language usage at the time of staffing. Thus, positions such as those outlined above are not considered as being staffed on an imperative basis. However, the Deputy Head could, with the concurrence of the Public Service Commission, staff such a position on an imperative basis if a particular position met any of the criteria outlined in Policies IV.2.3 - IV.2.5.

POLICY IV.2.3:            IMPERATIVE STAFFING ACTIONS FOR BILINGUAL POSITIONS INVOLVING SPECIAL RELATIONSHIPS TO A PARTICULAR COMMUNITY OR GROUP, OR HAVING SIGNIFICANT OPERATIONAL IMPACT

*A particular bilingual position may be identified as "imperative", where the linguistic proficiency required of the position is of a special importance because of the relationship of the position to a particular community or group to be served, or because it has a significant operational impact related to the outcome of certain activities and where alternative means of resource use are not practical (examples: community development, mediation, negotiations, provision of medical services).*

INTERPRETATION

A. Bilingual Positions Involving Special Relationships to a Particular Community or Group.

In certain circumstances, a particular bilingual position will have a special importance because of the relationship of the position to