

3. bilingual positions established as a result of the need to make alternative administrative arrangements; and
4. bilingual positions requiring an appointment for a specified period.

However, official language policies to date have not taken into account the existence of other circumstances where the nature of the duties of a bilingual position necessitates that the position be staffed with an incumbent who is able to meet the language requirements of the position at the time of staffing.

INTERPRETATION:

The following policies describe the circumstances under which the Deputy Head may request that the staffing of a given bilingual position be undertaken on an imperative basis. Such a request by the Deputy Head is subject to the concurrence of the Public Service Commission, although it is envisaged that this authority may be delegated to individual departments over time.

For any proposed "imperative" staffing action, departments will be required to satisfy the Public Service Commission that alternative means of organizing linguistic resources are not practical in the circumstances. Only candidates who already meet the language requirements of the position will be considered for appointment.