

IV. THE INDIVIDUAL PUBLIC SERVANT: POLICIES RELATED TO EMPLOYEE ENTITLEMENTS AND OBLIGATIONS

INTRODUCTION:

This Section outlines policies relating to the individual public servant. At the outset, some general explanatory comments are necessary.

In overall terms, the official languages policies and programs of the Public Service can be interpreted as guaranteeing certain linguistic rights to the general public and providing certain linguistic privileges to its own members. It follows that, where linguistic rights or privileges are in existence for members of the public, or for public servants, these can only be met by placing linguistic obligations on some public servants. It is one of the major intentions of the revised policy to clarify the relationship between the prerogatives of the individual public servant concerning choice in language of work, and the obligations of the same public servant to carry out certain duties of the position in conformance with the work-related need for language use.

The balancing of these linguistic privileges and obligations within the Public Service finds expression in a sub-section of official languages policies and programs which outlines the entitlements and obligations of individual employees concerning language usage, access to bilingual positions and to basic language training, and the entitlement to inclusion in the Bilingualism Bonus Plan. Special entitlements exist for certain categories of public servants -- those with long-service records or those within a particular age-bracket.

Included in this Section are the policies outlining the entitlements and obligations of individual public servants.