

POLICY III.4.1: THE CRITERIA FOR THE IDENTIFICATION OF POSITIONS
PROVIDING SERVICE TO THE PUBLIC

In the provision of services to, and communications with, the public, positions will be identified as bilingual when the use of alternative methods of providing effective bilingual services, such as the identification of some equivalent positions as English-essential and others as French-essential, together with the use of appropriate signs and other work-flow devices, is not reasonably feasible.

POLICY III.4.2: THE CRITERIA FOR THE IDENTIFICATION OF POSITIONS
PROVIDING "PERSONAL" OR "CENTRAL" SERVICES

In designated bilingual regions and in national headquarters offices wherever located, in the provision of "personal" and "central" services to public servants, positions will be identified as bilingual when the use of alternative methods of providing effective bilingual services is not feasible.

POLICY III.4.3: THE CRITERIA FOR THE IDENTIFICATION OF SUPERVISORY
POSITIONS

In designated bilingual regions and in national headquarters offices wherever located, supervisory positions will be identified as bilingual, except where the subordinate positions require only the same official language.