

5. Linguistic proficiency profiles

The linguistic proficiency profile of non-rotational bilingual positions that became vacant were revised when there existed an imbalance between the French and English requirements (see Goal 11.5, p. 33). This has permitted a reduction, in part, of the disparities. Had not a significant number of positions been abolished while vacant, the progress made would have been more marked.

6. Imperative staffing

Imperative staffing, by virtue of which a candidate must, at the outset and before an appointment can be made, satisfy the language requirements of a position, has been rarely used by the Department in the past. Only 2.7% of appointments of bilingual positions were imperative in 1979. The Department intends to make more frequent use of this type of staffing in the future, especially in the case of staffing of bilingual positions previously occupied by a unilingual incumbent, staffing of positions serving the public, etc. (see revised plan, Goal 6.3, p. 44).

7. Conclusion

In short, where its Official Languages Program is concerned, the Department has an organization which enables it to both maintain the progress achieved and continue development where it is desirable.