

This point has been made clear by the leader of the Public Service Alliance, Mr. Claude Edwards, and others.

The second thing which I believe has caused great discontent is this: when the program was introduced, emphasis was placed on the fact that people who were willing to learn the second language would be given an opportunity to do so. I have encountered a number of cases in which people have been actually on a language course or have been striving to get on a language course but, when promotion has opened up above them they found that because they were not then bilingual, they were denied the opportunity for promotion.

The third factor which I think has contributed to our present difficulties is the establishment of what are called target dates for implementation. These target dates appear to be increasingly rigid. There is also confusion on bilingual policy. The policy recommended in the fourth report of the B and B Commission suggested that there should be a greater racial balance in the public service. I am informed by many of my constituents that the problem of the English speaking public servant who is bilingual is compounded because efforts are being made to introduce a greater proportion of French speaking public servants into the public service. There is also dissatisfaction about the test of linguistic ability, and this dissatisfaction expresses itself in two ways. First, there is dissatisfaction with the actual tests themselves. Second, and this is more important, the proper authorities have been unable to fashion tests which are suitable for and applicable to special jobs and categories within the public service. I know that progress is being made in this area, but I think it should be expedited. We have a long way to go.

Finally, there is no body to which a public servant affected by this process can appeal. He cannot appeal against the designation of a job, because that has already been done, and those who say that he ought to appeal are running in the face of reality. He would be appealing against a decision of his boss, his superior authority. Most people in the public service I have spoken to about this feel, I think with justification, that they will suffer if they do so. As I have said, there is no proper appeal tribunal, because the Public Service Commission, to the extent that it might intervene, has excluded itself for the reasons I gave earlier.

What is the result of all this? Unhappily, in this city at the moment there is opposition, fermented by rumour and wild report, against this policy. Admittedly, some people who are unsuccessful in their public service careers use bilingualism as an excuse for their lack of success. Speaking as one who almost daily is in contact with public servants, and who listens to what I consider to be reasonably legitimate complaints regarding the program, I can discount the suggestion that we only hear from incompetents or malcontents. Indeed, what should give us concern is that there are many, many reasonable, fair minded people who are becoming increasingly concerned about the policy and concerned about its application, not only to themselves but to the public service as a whole.

One can ask, what is to be done, Mr. Speaker. I suggest that we do not need to sit here in a state of grave concern, holding our heads in our hands because, in my judgment, some things can be done. Indeed, they should be done now. These matters should not be the subject of a pro-

*Speech from the Throne*

longed inquiry on the part of a parliamentary committee, royal commission or anything like that. The report of Mr. Keith Spicer, Commissioner of Official Languages, at pages 92 to 93 provides a proper starting point for a discussion of positive reform. He restated his main points in a speech he made recently at Seneca College. He called attention to what he considers the anguish, fear and concern of public servants who are affected by the policy. He suggests it is rather ludicrous that a policy, which in its inception was designed to become an instrument of justice, now appears to some to be an engine of injustice. He suggests that the policy be applied with greater moderation. He also suggested that three other things be done. I commend these to the consideration of the House.

• (1650)

First, if it is decided a position is to become bilingual, that decision should be made in advance. He suggests this should be done six months in advance of the time that ordinarily the position might become open. This may produce difficulty in some areas, but there is unanimity of opinion among the representatives of public service unions to whom I have spoken that if this scheme of prior designation were really applied, a good deal of the discontent with the policy would disappear. Certainly, we would eliminate this in-fighting that seems to go on in some departments when promotional positions become open and a decision must be made as to whether the position will be unilingual or bilingual.

The second proposal made by Mr. Spicer is this. If a person in the natural line of the progression of his career, and if he otherwise qualifies, becomes eligible for a promotion to a position which has become bilingual, he should be given that position provisionally with a period of time within which to acquire a bilingual qualification. Mr. Spicer suggests a period of not less than 18 months.

Third, he dwells in some detail on the necessity of distinguishing the various occupations and categories in the public service so that the linguistic test will be different and suitable for each category. I am convinced this would open up a great many avenues to public servants and eliminate many causes of the present discontent.

I would make two further proposals. First, there must be some legal recognition given to the pledges of Mr. Pearson and the present Prime Minister. Second, we should carefully consider the establishment of some new type of adjudicative tribunal. Perhaps this could be made up of senior or even retired public servants of a high reputation and long experience. They could review in a broad fashion the careers of people who think they have been affected by this policy. They might also review some bilingual designations of positions, which they think have had an adverse effect.

Looking beyond the confines of this chamber, there are other problems which are becoming increasingly apparent to those of us who live in the capital region. In a sense, the capital region has become the area of experimentation of this policy. If our nation is to succeed with this, we must succeed here. First, many people I have met expressed grave concern over the fact that in the public and secondary schools in this city, in any event those which English speaking children attend, bilingual education is in a very primitive stage. I have long been of the