

POLICY IV.2.1: IMPERATIVE STAFFING ACTIONS FOR CERTAIN BILINGUAL
POSITIONS: GENERAL

Under certain circumstances, the Deputy Head, with the concurrence of the Public Service Commission, may decide that the language requirements of a given bilingual position must be completely satisfied at the time of appointment because of the need for specialized or expert language usage, or because of certain operational requirements. Such bilingual positions are said to be staffed on an "imperative" basis and should be so identified at the time of staffing. Only those applicants who satisfy the language requirements at the time of their application may be considered for appointment to such bilingual positions.

When a position which was staffed on an imperative basis becomes vacant, a further decision may be required as to the basis of further staffing action.

DISCUSSION:

To date, official languages policies have made provisions for certain types of bilingual positions to be staffed only with persons who meet the language requirements at the time of their appointment. In general terms, previous provisions included appointments to:

1. bilingual positions which required specialized or expert language usage in both official languages e.g. translators, stenographers, editors;
2. bilingual "replacement" positions;