

12. Bilingualism Bonus Plan

Since 1966, the Government has had a bilingualism bonus program for employees in the Secretarial, Stenographic and Typing (ST) Group. More recently, the Government announced its intention to introduce a general Bilingualism Bonus Plan for incumbents of bilingual positions who meet the language proficiency requirements of their positions, retroactive to November 1st, 1976.

The Bilingualism Bonus Plan will be introduced on October 15, 1977. An annual, flat rate amount of \$800. will be provided under the Plan to incumbents of bilingual positions who meet the language proficiency of their positions, except the majority of employees in the Translation Group and Governor-in-Council appointees at or above the SX-4 or equivalent level. As a matter of equity, amounts paid to individual employees in the ST Group will not be allowed to escalate relative to this program as of October 15, 1977. Qualified employees in bilingual positions in this group will receive the annual amount of their ST bonus, or the annual amount of \$800., whichever is higher on that date.

Knowledge of the two official languages is a basic requirement of some positions. In a bilingual country this skill should be considered as a personal and professional asset. As such, the Bilingualism Bonus Plan will be a temporary measure and payments under the Plan will terminate as of December 31st, 1983.