

- c) data-processing services;
- d) legal services;
- e) security services;
- f) library and information services.

It will be noted that "library and information services" are considered both as "personal" and "central" services.

Compassionate Grounds Exemption

The Treasury Board may recommend that the Public Service Commission exempt a unilingual appointee from the necessity of meeting second language proficiency requirements of a bilingual position staffed on a non-imperative basis, if the person's health or personal circumstances warrant such consideration on compassionate grounds.

First Official Language

This term applies to the official language with which an employee feels a primary personal identification.

Imperative Staffing Action

In certain controlled circumstances, the responsible manager may decide that the language requirements of a given bilingual position must be satisfied at the time of appointment because of the need for special language skills or because of immediate operational requirements. The Director of Official Languages has the authority to approve this type of staffing action.

Long Service Employee Entitlements

Employees who, as of April 6, 1966, had at least ten years continuous service and who, since that date, have been employed continuously in the federal Public Service are eligible to compete for, and be appointed to, all bilingual positions except those being staffed on an imperative basis whether or not they are willing or able to become qualified in their second official language.