

11. Transitional Period

The Government feels that its target of establishing an irreversibly bilingual Public Service by 1978 will be achieved. As indicated, the number of qualified bilingual incumbents of bilingual positions has increased from 40% in May, 1974 to 80% in September, 1977. It is expected that this figure could reach 85-90% by December 31st, 1978. Those persons who are unilingual in bilingual positions at that time would be those recently nominated to such positions as well as those entitled to remain unilingual because they were appointed to the position prior to its identification as bilingual, or because they are exempted on the basis of their long-service or age.

The policies of 'conditional appointments' to bilingual positions and the universal provision, at Government expense, of basic language training to unilingual employees were implemented to accelerate the process of changing the Public Service from a primarily English-speaking institution to one working, where appropriate, in both official languages, and to minimize the effects of this transition on employees. The progress in achieving the goal of establishing a functionally bilingual Public Service has made it possible to terminate these policies, but in order to give even more notice to current and prospective employees, the Government has established a planned termination date of December 31, 1983.