

In order to increase the intake of French language university graduates, the Commission has in the last two years given particular attention to recruitment at French-language universities, particularly through a summer internship programme designed to introduce undergraduates to the Public Service and to generate in them the desire to return after graduation and become permanent public servants. The Commission proposes to develop and extend this and other recruitment programmes at French-language universities. This will require new, more imaginative and more effective measures on the part of the Commission. It will also require the active participation of the most senior public servants, including deputy ministers.

The Commission has recently recognized proficiency in the two official languages as an element of merit in selection for appointments and promotions to positions in the National Capital area and in other centres where the public being served is sufficiently representative of the two cultures of Canada. In these cases, proficiency in the two official languages is considered as an additional asset and is accorded up to ten per cent of the total selection rating score. This new policy is complementary to the Commission's responsibility to determine the language proficiency requirements of all positions, and in this connection we are in the process of developing standard tests to determine the degree of proficiency that should be required of candidates.

Starting with the 1966 competitions for recruitment in 1967, bilingual proficiency, or the willingness to take the necessary steps to acquire it within a prescribed period of time through appropriate training at public expense, will be an element of merit in the selection of all university graduates recruited for administrative trainee positions, in the same way as is now being done in the case of candidates for foreign service positions. And for those successful candidates who are not bilingual, the Commission will provide training in the English and French language as part of the normal basic training given to all new university recruits upon entry into the Public Service, again in the same way as is now being done for university recruits for foreign service positions.

In a similar vein, the Commission is determined to refine its procedures for the filling of executive and administrative positions so that in a few years in the case of appointments from outside the Public Service and perhaps somewhat later in the case of promotions from within, proficiency in the two official languages, or the willingness to take the necessary steps to acquire it within a prescribed period of time through appropriate training at public expense, will be a criterion of selection in locations where a need for bilingualism exists and will be considered as an element of merit, or an additional asset, in the case of positions located in other centres.