

## Public Service official languages policies revised

*As a result of the review of the official languages policy in the federal Public Service, undertaken a year ago by the Government, a number of revisions were announced by Robert Andras, President of the Treasury Board, on September 30.*

*The three basic principles will continue to guide the policy – service to the public in both English and French; equal opportunities for employees to work in the official language of their choice; and equal participation of both English- and French-speaking communities in the Public Service. However, the Government feels that its target of establishing an “irreversible” bilingual Public Service by 1978 will be achieved.*

*Highlights of the revisions to the official languages policies follow:*

- The progress in achieving a Public Service working in both official languages is such that it is possible to terminate the system of conditional appointments of unilinguals to bilingual positions and the general provision of basic language training at the end of 1983.
- However, the Government intends to retain programs for the provision of specialized language training after 1983, as part of its professional training programs.
- A general bilingualism bonus plan will be introduced on October 15, 1977, and retroactive to November 1, 1976, under which an annual, flat-rate amount of \$800 will be provided to the large majority of qualified employees in bilingual positions. The bilingualism bonus plan will terminate on December 31, 1983.
- The establishment of bilingual districts will cease.
- Opportunities for *francophones* to work in French will be expanded by placing greater emphasis on the use of unilingual French positions.
- Units working primarily in French will be retained but the decision as to where

such units will be organized will rest with individual departments or agencies.

- Greater emphasis will be placed on the use of unilingual positions. Bilingual positions will be identified only where required for the effective delivery of services.
- Managers will determine the language proficiency required in bilingual positions for each skill (reading, writing, listening and speaking).
- Subject to the concurrence of the Public Service Commission, deputy ministers will be able to decide under certain circumstances that a bilingual position will be staffed on an “imperative” basis, with an appointee who fully meets the language requirements at the time of appointment.
- A willing unilingual appointee to a “non-imperative” bilingual position will no longer be required to commence language training immediately and will be allowed two years from the effective date of the appointment to the position to attain the required language proficiency.
- Future language-training programs will permit greater flexibility in the timing and duration of courses.
- Unilingual employees having long service in the Public Service and unilingual employees age 55 or over on October 31, 1977, will be eligible to compete for and be appointed to any “non-imperative” bilingual position, while remaining unilingual.
- Departments and agencies will submit an annual official languages plan to Treasury Board for review and approval, which will be available to the public from the time of submission to the Treasury Board.
- Crown corporations and agencies will also be subject to the Government’s official languages policies.



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Treasury Board President Robert Andras.

## Chinese Foreign Minister visits

The visit to Canada of Foreign Minister Huang Hua of the People’s Republic of China from October 4-6, was his first trip abroad since his appointment as Foreign Minister last year. It is the first time a Chinese Minister has come to Canada in five years.

Mr. Huang Hua’s stay in Ottawa provided an excellent opportunity to discuss world problems and further develop Canada’s good bilateral relations with the People’s Republic of China. Two sessions of formal talks between the Foreign Minister and the Secretary of State for External Affairs were on the agenda as well as a meeting with the Prime Minister.

Mr. Huang Hua was China’s first Ambassador to Canada in 1971.

## New fighter aircraft sought

Formal requests for proposal have recently been issued to manufacturers whose new fighter aircraft are being considered as replacements for Canada’s existing *CF 104*, *CF 101* and *CF 5’s*.

Manufacturers in several countries have received invitations to submit proposals. The *Tornado* aircraft of Panavia MRCA, a consortium of the aerospace industries in Britain, Germany and Italy, and France’s *Mirage*, a product of Dassault Brequet, have been suggested as possible replacements. Four companies in the United States have received invitations: Grumman for the *F14*, McDonnell-Douglas for the *F15* and *F18A*, General Dynamics for the *F16* and Northrop for the *F18L*.

The Government is compiling a range of options which will permit the selection of a multi-role combat aircraft capable of performing the widely divergent roles and commitments of the Canadian Armed Forces.

The closing date for the receipt of proposals is scheduled for early in 1978, enabling options and recommendations to be presented for Cabinet consideration by mid-1978. In addition to the ability of the aircraft to fulfil requirements of the Canadian Armed Forces, other factors considered in the evaluation will be total cost, including cost of ownership, and the industrial, technological and economic benefits proposed by the companies.