

the position is encumbered with a unilingual whose first official language is not that of the desired re-identification. For example, a given bilingual position might be encumbered with an anglophone exercising "incumbents' rights" (See Policy IV.8) and the desired re-identification is that of French-essential.

Thus, the possibility of re-identifying the language requirements of positions in order to meet official languages policies should be considered every time a position is vacated. The fact that Deputy Heads are now responsible for approving the identification of the language requirements of positions should allow managers to more readily integrate official languages objectives into their operational responsibilities over time.