

As a result of the Bibeau Study of language training in 1975, and the overall policy review, future language training programs will permit greater flexibility in the timing and duration of courses and a better adaptation of the course content to the job content of the public servant trainees and to the needs of the various departments and agencies. The Public Service Commission has already taken some steps in this direction and will publish shortly an outline of its proposed programs, including some decentralized forms of language training.

Notwithstanding the general principle that unilingual candidates may apply for most bilingual positions providing they undertake language training to meet the linguistic requirements, there will be some positions in the future where, because of the need for specialized or expert language usage or because of certain operational requirements, only applicants who satisfy the language requirements will be considered for appointment. The new policies will permit Deputy Ministers, with the concurrence of the Public Service Commission, 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.