

given the nature of the duties and/or the impact of the given position, the only practical way of ensuring that the duties can be effectively performed is to staff the position from the outset with an applicant who possesses the required proficiency in both official languages.

Imperative bilingual positions in this category could be found in the following types of situations:

- (a) where the health or safety of individuals could be threatened by an insufficient knowledge of both official languages on the part of the incumbent of the position (e.g. provision of medical services);
- (b) where the position involves highly important representational functions (e.g. mediation, negotiations); and/or
- (c) where the establishment of a bilingual position is necessary as the only effective means of making alternative administrative arrangements. (See Policy IV.18)

Bilingual positions in this category requiring an imperative staffing action will be identified on an individual basis. The Deputy Head will submit a request for an imperative staffing action to the Public Service Commission every time the position becomes vacant. If no request is received from the Deputy Head, any subsequent staffing action will be undertaken on a non-imperative basis (see Policy IV.3.1).