

LINGUISTIC PROFILE

Position No. 003

|                              | Reading | Writing | Listening | Speaking |
|------------------------------|---------|---------|-----------|----------|
| French as a second language  | C       | B       | C         | B        |
| English as a second language | B       | NIL     | B         | NIL      |

LINGUISTIC PROFILE

Position No. 004

|                              | Reading | Writing | Listening | Speaking |
|------------------------------|---------|---------|-----------|----------|
| French as a second language  | NIL     | NIL     | B         | A        |
| English as a second language | C       | B       | C         | B        |

The linguistic profile of bilingual positions will be developed during the process of re-identifying the language requirements of positions. Each time a bilingual position is vacated, managers should determine whether the linguistic profile remains appropriate for the duties of the position.

NOTE: The Language Selection Standard described above does not apply where positions require an expert, professional, or technical language usage in one or more of the four skills in one, or the other, or both, official languages. This "specialized" level of linguistic competence (Code P) is used instead of the general level of A, B, or C for the skill(s) required in the official language(s) involved. For example, a bilingual stenographer may be required to meet the following linguistic profile: Level P in listening, and writing skills, and the appropriate level (A, B, C or none) in speaking. See Policy IV.2 for further discussion and the appropriate guidelines to be issued by the Public Service Commission.