

POLICY III.5: DETERMINING THE LINGUISTIC PROFILE OF BILINGUAL POSITIONS,
INCLUDING THE APPLICATION OF THE LANGUAGE SELECTION
STANDARD

The Language Selection Standard will be used to assign to each linguistic skill required of a bilingual position, in each official language as a second language of use, a proficiency level of A, B, or C. These levels replace the former 03, 02, or 01 proficiency levels respectively. Former level 04 will no longer be included in the Language Selection Standard but, in certain circumstances in the operational category, an "instrumental" level A may be used.

As a result, a "linguistic profile" will be assigned to each bilingual position indicating the proficiency required in each of the skills of reading, writing, listening, and speaking for each of the official languages as a second language, in order that the duties of that particular position can be effectively performed.

DISCUSSION:

In the past, the usual approach to identifying the specific language proficiency required of a bilingual position was to assign a uniform level of proficiency in both official languages and all linguistic skills on the basis of the occupational group and level of a given position. For example, a bilingual position in the AS group was usually assigned an 02 level in English and in French, as second languages, in each of the four skills. Although there were exceptions allowed to this general approach, the relative arbitrariness of the procedures did not always allow managers to assign proficiency levels to bilingual positions based on their assessment of the linguistic competence required to discharge effectively the duties of the position.