

EXCEPTIONS:

Excluded from the above requirement are situations where there is a direct reporting relationship between one officer and one support employee, in which case the language of work will be that of the officer. Such situations exist between officers and secretarial staff, and between officers in the professional and scientific category and their technical support staff.

In rare circumstances, the concept of the "predominant language of work of a unit" may have a spill-over effect for some supervisory positions. For example, in designated bilingual regions or in national headquarter offices wherever located, it may be that a relatively large unit of approximately 50 public servants is working predominantly in one of the official languages but has one or two positions identified as bilingual for reasons of service to the public. Under normal circumstances, the incumbents of the bilingual positions would expect to receive supervision in the official language of their choice and the supervisory position would be identified as bilingual. However, it would be unreasonable to expect the supervisor to be bilingual for the sole purpose of supervising only one or two staff members.

There will be no circumstances under which an incumbent of a unilingual position will expect to receive supervision in an official language other than that stipulated by the policy. Nevertheless, where an incumbent of a unilingual position wishes to communicate with his supervisor or with his colleagues in the other official language for personal reasons, managers are encouraged to make positive efforts to accommodate the individual employee.