

In the past, the levels of language proficiency required of public servants in bilingual positions have been generally assigned in a uniform fashion based upon the occupational group to which a position belonged, and not on a detailed assessment of the real communication needs of the position. Those levels of proficiency have been analyzed in the Bibeau Study report and criticized as being insufficiently related to the real needs for bilingualism. In the future, managers will determine the proficiency required in bilingual positions for each skill, (reading, writing, listening and speaking) based upon the particular communication requirements and tasks to be performed, according to standards provided by the Public Service Commission.

5. The Staffing of Bilingual Positions and Language Training Programs

In order to assist unilingual employees, official languages policies since 1973 have made provisions for unilingual applicants to be considered for appointment to the majority of bilingual positions, provided they express a willingness to undertake language training to attain the required proficiency in their second official language (so-called 'conditional appointments'). Such basic language training has been provided at Government expense. Basic language training has also been provided to unilingual employees occupying positions identified as bilingual and, where resources have permitted, to employees in unilingual positions. Under the revised policies, 'conditional appointments' and the universal provision of basic language training at Government expense to appointees to bilingual positions and to other employees will continue during the coming phase.