

INTERPRETATION

The language requirements of all positions will now be identified on the basis of work-related need and employees will be expected to perform the duties of their position according to the language requirements of the position (see Policy III.3 and Policy IV.1). Supervision will also be provided according to the language requirement of the subordinate position. More specifically:

1. Incumbents of English-essential positions will be supervised in English.
2. Incumbents of French-essential positions will be supervised in French.
3. Incumbents of either English or French-essential positions will be supervised in either English or French, depending on the indicated first official language of the incumbent.
(See Policy III.2. for a further discussion of either/or positions.)
4. Incumbents of Bilingual positions will be supervised in either English or French,
at the choice of the incumbent.

For further amplification of this policy relative to its application to the rotational foreign service, refer to "The Application of Policy I.4" entitled "Supervision", page 3 of Annex "B" to these guidelines.