

used as a substitute for normal staffing processes, as well as to prevent a recurrence of a situation which existed prior to 1980, whereby a number of "term" employees acquired extensive periods of service without enjoying the rights of indeterminate status.

(a) The Public Service Commission has not altered its policies with respect to the employment of specified period employees. When a specified period (term) employee's period of employment is terminated by virtue of the specified period expiring and a need continues to exist for work of a term nature, the department concerned is required to obtain referrals from the appropriate referral agency (PSC or CEC) and make another specified period appointment on the basis of merit (most qualified available applicant).

With respect to long term specified period employees (at least five years of continuous service) on August 24, 1980, the Public Service Commission advised departments that a procedure had been established to secure indeterminate status for certain specified period employees who had been appointed for terms of five consecutive years. This procedure allowed appointments without competition through the use of an exclusion order to nullify the effects of appeal rights under section 21(b) and priority appointment rights and consideration under sections 29, 30 and 37 of the Public Service Employment Act. The procedure was intended to deal with situations where specified period employees had had at least five years of consecutive employment in the past without having attained indeterminate status. The new procedure was not intended to provide for an alternative to the normal staffing process for filling positions on an indeterminate basis (i.e. a competition). In this regard, the Public Service Commission reminded departments on January 7, 1981, that the normal procedure to be used to fill positions on an indeterminate basis is the competitive process. This process applies equally whether or not the position to be filled has been temporarily staffed with a specified period employee.

(b) The procedure outlined above applied to all appointments to departments under the Public Service Employment Act.

2. Not applicable.

3. In so far as the Public Service Commission is aware, all departments are following existing policies with respect to specified period employment.

STATUS OF LANGUAGE GROUPS

Question No. 4,072—Mr. McKenzie:

1. With reference to the supporting paper No. 1/81 of the Department of Transport Directive, File 2080-1 of January 7, 1982, are Francophones being contacted to relocate to Ontario in order to meet designated quotas of Francophone participation and, if so, in which provinces?

2. Do the Francophones being recruited have to be currently employed in the public service position which is similar to the position in Ontario which is going to be filled?

3. Are other language groups such as Polish, Ukrainian, Italian, Portuguese and English being recruited in the same manner as are Francophones with respect to public service positions in the Department of Transport and (a) if not, for what reason (b) if so, will the relevant recruitment directives be made available to Members of Parliament?

Order Paper Questions

4. In the Department of (a) Agriculture (b) Communications (c) Consumer and Corporate Affairs (d) Employment and Immigration (e) Energy, Mines and Resources (f) the Environment (g) External Affairs (h) Finance (i) Fisheries and Oceans (j) Indian Affairs and Northern Development (k) Industry, Trade and Commerce (l) Justice (m) Labour (n) National Defence (o) National Health and Welfare (p) Public Works (q) Regional Economic Expansion (r) National Revenue (s) Secretary of State (t) the Solicitor General (u) Supply and Services (v) Veterans Affairs (w) the Treasury Board (x) the Ministry of State for Science and Technology (y) the Canada Post Corporation, are other language groups such as Polish, Ukrainian, Italian, Portuguese or English being recruited in the same manner as are Francophones with respect to public service positions and (i) if not, for what reason (ii) if so, will the relevant recruitment directives be made available to Members of Parliament?

5. With reference to the supporting paper, does the Department of Transport, in its Action Plan, ensure that language groups other than Francophones are explored for availability?

6. Which of the departments and the corporation listed in part 4 ensure that language groups other than Francophones are explored for availability?

7. Does the Department of Transport establish areas of competition to include all geographical areas where Polish-speaking, Ukrainian-speaking, Italian-speaking, Portuguese-speaking, Indian-speaking, English-speaking or any other language groups are available and (a) if so, where are the areas (b) if not, for what reason?

8. For each department and the corporation listed in part 4, are there established areas of competition to include all geographical areas where Polish-speaking, Ukrainian-speaking, Italian-speaking, Portuguese-speaking, Indian-speaking, English-speaking or any other language groups are available and (a) if so, where are the areas (b) if not, for what reason?

9. Does the Department of Transport make personal contact with qualified (a) Polish-speaking (b) Ukrainian-speaking (c) Italian-speaking (d) Portuguese-speaking (e) English-speaking (f) any other language group employees to encourage them to move to Ontario for employment and (i) if so, what means of advertising is used, where is it distributed and at what cost is it produced and distributed (ii) if not, for what reason?

10. For each department and the corporation listed in part 4, is personal contact made with qualified (a) Polish-speaking (b) Ukrainian-speaking (c) Italian-speaking (d) Portuguese-speaking (e) English-speaking (f) any other language group employees to encourage them to move to Ontario for employment and, if so (i) what means of advertising is used, where is it distributed, and at what cost is it produced and distributed (ii) if not, for what reason?

11. (a) With reference to the supporting paper, in which provinces does the Department of Transport promote career opportunities with the department by advertising competition posters for all language groups in all high schools, community colleges and universities (b) does the department meet with potential employees from all language groups before it makes a decision on possible employment of a particular person and (i) if not, for what reason (ii) if so, what process is used to ensure all language groups are given equal access to Department of Transport jobs?

12. In each department and in the corporation listed in part 4, are potential employees from all language groups met with before making a decision on possible employment of a particular person and (a) if not, for what reason (b) if so, what process is used to ensure all language groups are given equal access to all Department of Transport jobs?

13. Does the Department of Transport initiate, maintain or increase contact with educational institutions, professional institutions and other organizations in each province and territory in order to identify (a) Ukrainian-speaking (b) Polish-speaking (c) Portuguese-speaking (d) English-speaking (e) Italian-speaking (f) any other language group sources for specific occupational groups and levels and (i) if not, for what reason (ii) if so, in what manner and how often is this done and what process is used to ensure equal contact with all language groups?

14. For each department and the corporation listed in part 4, is contact initiated, maintained or increased with educational institutions, professional institutions and other organizations in each province and territory in order to identify (a) Ukrainian-speaking (b) Polish-speaking (c) Portuguese-speaking (d) English-speaking (e) Italian-speaking (f) any other language group sources for