

INTERPRETATION:

In offices in designated bilingual regions, and in national headquarters offices wherever located, when the language requirement of the supervisory position is being considered from the perspective of the supervisory functions of the position, it is the mix of the language requirements of subordinate positions which determines the language requirement of the supervisory position.

Where subordinate positions include:

1. English-essential and French-essential positions;
2. one (or more) Either/or position(s);
3. one (or more) bilingual position(s);
4. any combination of the above;

the language requirement of the supervisory position must be identified as bilingual.

Where subordinate positions include:

1. only English-essential positions; or
2. only French-essential positions;

the language requirement of the supervisory position may be identified as English-essential or as French-essential, respectively.

By definition no supervisory position can be identified as Either/or.