

Appointees to bilingual positions who are willing to become bilingual will no longer be required to immediately commence language training. An appointee to a 'non-imperative' bilingual position will be allowed two years from the effective date of the appointment to the position to attain the required proficiency in the second official language, through language training programs or other means. This flexibility will allow managers to take into account their operational responsibilities when scheduling language training, and will give both the employee and management the opportunity to determine jointly what type of training program (continuous, cyclical, part-time, etc.) would be best suited to the needs of the individual and the requirements of the organization.

In the past, the standard content of language training programs could not always take into account particular job-related requirements of language usage in a bilingual position; nor was continuous language training always well adapted to the needs of the public servant or the manager. Progressively, the Language Training Branch of the Public Service Commission will be developing different modalities of language training, of which continuous full-time language training would be but one.

.../21