

The modifications to the internal linguistic regime of the Public Service attempt to strike a balance - a balance between linguistic obligations and choices, and a balance between practical or operational constraints and the desire to provide maximum opportunities for each individual public servant to work in the official language of his or her choice.

4. Language Requirements of Positions

The identification of the language requirements of all positions remains a principal mechanism by which the resources of the Public Service are organized to fulfill its linguistic obligations. The revised approach that bilingualism will be a requirement only where needed for the effective delivery of services, both to the public and to employees, will base the language requirements of positions on the specific and actual work-related need for one or both languages to carry out the duties of each position. In reviewing the language requirements of all positions, Public Service managers will be required first to examine the overall linguistic patterns of a work unit, and then ways of re-arranging the linguistic duties of positions, streaming work flow along linguistic lines and using alternative communication mechanisms in order to increase, where practical and effective, the use of unilingual positions and reduce the requirements for bilingual positions.