

intention of the policy to cover every conceivable type of service. In such cases, the policy is to be implemented in the spirit and context within which it has been developed.

POLICY 1.4:      SUPERVISION

*Within designated bilingual regions and at national headquarters offices wherever located, supervision will be provided according to the language requirements of the subordinate position.*

DISCUSSION

Official languages policies have always recognized the important role which supervision plays in an individual's work relationships and career patterns. Therefore, they have endeavoured to maximize the number of situations where public servants could communicate with their supervisor in their own official language.

However, by allowing public servants in the past to communicate with their supervisors in the official language of their choice without regard to the language requirements of the subordinate position, there was a necessity for many supervisory positions to be bilingual, even if there was no immediate need in some of these supervisory positions for the use of both official languages.