



Official Languages at FINTRAC

Programs and policies for small departments and agencies that foster bilingualism

February 7, 2024



Purpose

1. Our unique situation as a small separate agency
2. Impactful policy elements
3. Our journey with our internal Language School
4. How we bolster employee engagement





1. Our unique situation as a small separate agency

- Separate employer
- High security organization
- The Proceeds of Crime (Money Laundering) and Terrorist Financing Act enables the Centre to have its own people management framework and policies

VISION - Safe Canadians, Secure Economy:

Contributing to the safety of Canadians and the security of the economy, as a trusted leader in the global fight against money laundering and terrorist activity financing.





2. Impactful Policy Elements – Proactive CBC Enhancement

Legislative Context

- Assent to amend and modernize the Official Languages (OL) Act and begin a new chapter in the history of official languages.
- The modernized Act is now clearer and more robust with regard to the right of employees of federal institutions to work in the official language of their choice.

This change presents opportunities:

1. Greater mobility
2. Respectful and inclusive culture
3. Language School





2. Impactful Policy Elements – Proactive CBC Enhancement (contd.)

CBC Profile

- Positions supervising employees in designated bilingual regions will all have CBC profiles.

Legacy Clause

- Applies to all incumbents of positions who were appointed prior to the policy changes.
- Leaders affected by the change in linguistic profiles can remain in their positions.

Demonstrable Efforts

- Expectations to make every effort to improve second language skills and eventually acquire the required level.
- Starting in 2024-25, new performance indicators to assess levels of effort in achieving and maintaining the required second language proficiency will be inserted in Performance Agreements.



2. Impactful Policy Elements

Non-Imperative Staffing

- Candidates are temporarily exempted from satisfying the language requirement of the position for a period of up to four (4) years.
- Extensions to this period may be granted in increments of 6 months for up to two (2) additional years.



Service Providers

- A second service provider was approved as an official testing provider for all Reading Comprehension, Written Expression and Oral Interaction evaluations.
- Results obtained are not be transferable to the Core Public Service, but are valid and transferable across FINTRAC positions for a duration of five (5) years.



3. Our journey with our internal Language School

Characteristics

- Training that meets the needs of its learners
- Training in a secure environment
- National training
- Standardized training of high quality
- Engaged and efficient learners
- Multiple opportunities and formats to learn and practice

Programs development

- Diversity of resources
- Diverse formats
- Diverse approaches
- Diverse programming





3. Our journey with our internal Language School (contd.)

Where we are now:

- 4 language teachers
- 14 courses delivered
- 68 student participants

We have successfully piloted and implemented:

- Internal Diagnostic Assessment
- French Level B Refresher Course
- French Level C Retention Course





4. How we bolster employee engagement

- Official Language Champion: A change leader, advocate and collaborative partner.
- Engaged and passionate employee working group
 - Newsletter
 - Events
- People, Culture and Workplace sector accountability:
 - Language buddy program
 - Language training and Internal Language School
 - Guides, resources and policies on the intranet
 - Reporting and compliance with legislation
 - Internal official languages strategy development and implementation





Question & Answers

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