



Treasury Board of Canada
Secrétariat

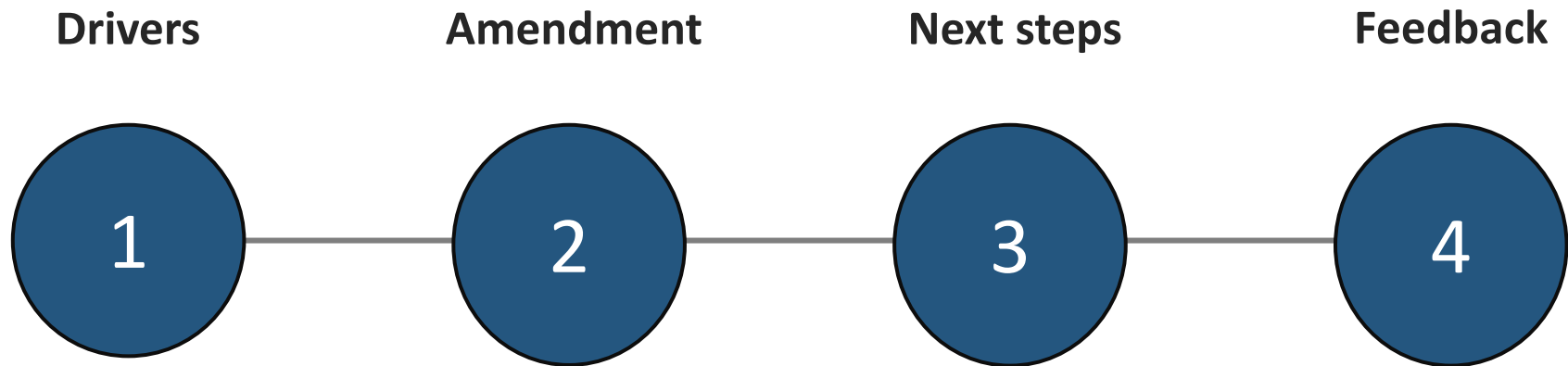
Secrétariat du Conseil du Trésor
du Canada

Canada

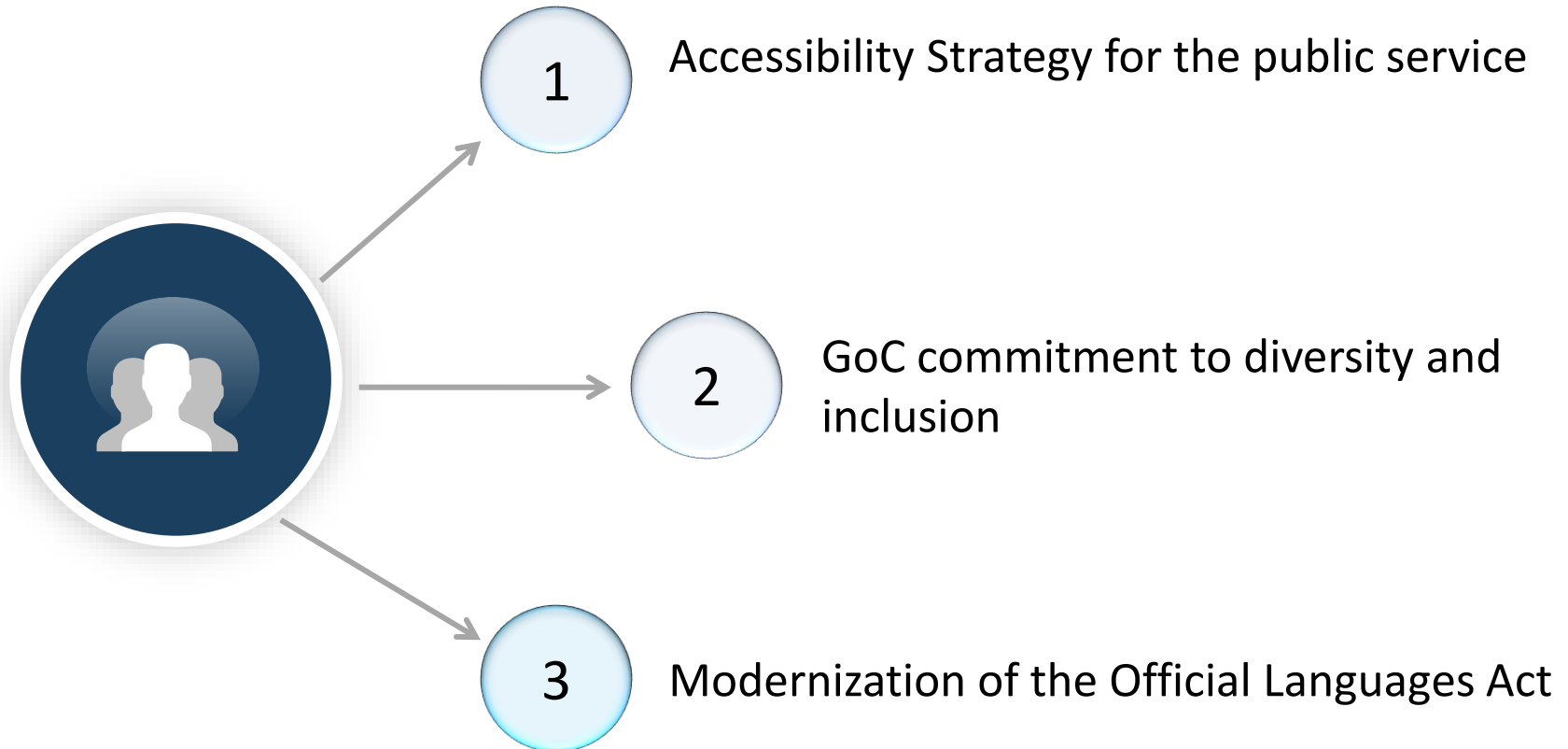
Amendment to the *Directive on Official Languages for People Management*

Presentation to the Departmental Advisory Committee on Official Languages
April 28, 2021

Objectives of the presentation



Drivers



Amendment to *the Directive on OL for People Management*

Current requirements – Appendix 2:

- Imperative staffing is obligatory in the following circumstances:
 - Throughout Canada for assistant deputy minister level or equivalent positions
 - In bilingual regions, for all EX-02 to EX-05 positions
 - In unilingual regions, for all EX-02 to EX-05 positions that include supervision of employees located in bilingual regions who occupy bilingual positions or positions with varying language requirements.



Approved amendment:

Current requirements

+

- NEW (Persons with disabilities) When administrative measures can be put in place, imperative staffing is not mandatory for EX-02 to EX-05 positions when a candidate has received an exclusion for a medical reason confirming a long term or recurring physical, mental or learning impairment that prevents them from attaining, through language training, including with accommodation, the required second OL proficiency. Measures must be taken to ensure the language requirements of the position are fulfilled.

Examples of administrative measures

Senior executive colleagues and management team members who are bilingual can provide support

1

Supervisory duties can be shared with a bilingual colleague at same level

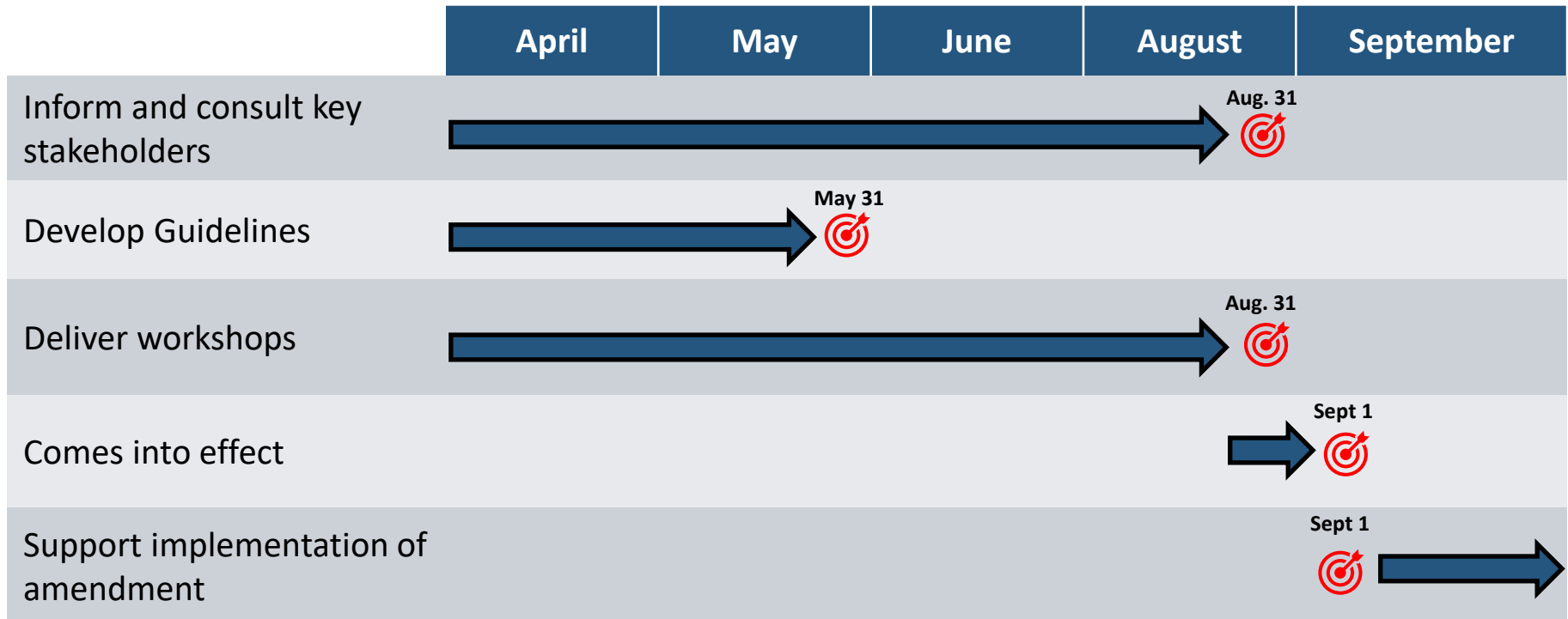
2

Technology AND Quality control:
electronic dictionaries,
machine translation tools
and voice to text software

Translation
services for
communications
/interpretation

* Special attention must be paid to the notion of *equal quality*

Next steps - 2021



Feedback



Questions or insights?



What support would your institution need to implement this change?