

Key Messages to Communicate Policy Change

Linguistic Requirements for Bilingual Supervisory Positions in Bilingual Regions

How will this policy change be applied?

- Effective June 20, 2025, new appointments made to bilingual supervisory positions responsible for the supervision of employees occupying positions in bilingual regions will require a minimum linguistic profile of CBC (or equivalent).
- The linguistic profiles of bilingual supervisory positions held by incumbents who occupied the position prior to June 20, 2025, and who do not meet the new requirement will be increased only when these positions become vacant.

Why is this policy change important?

- This policy change supports the Government of Canada's commitment made in its official languages reform document entitled [English and French: Towards a substantive equality of official languages in Canada](#) to strengthen bilingualism in the federal public service.
- The new minimum will ensure supervisors are able to carry out complex tasks in both official languages, and to foster and maintain a workplace where employees feel truly comfortable using the official language of their choice.

Who will be impacted by this policy change?

- This policy change will apply only to new appointments made to bilingual supervisory positions responsible for the supervision of employees occupying positions in bilingual regions as of June 20, 2025.
- Current incumbents of bilingual supervisory positions who do not meet the new requirement will not be impacted. The linguistic profiles of their positions will remain unchanged until the incumbents leave these positions.

What support is available to implement this policy change?

- The Treasury Board of Canada Secretariat (TBS) will continue to update the [frequently asked questions \(FAQ\) document](#) pertaining to this initiative that was first published in June 2023.
- TBS will also share a guidance document with institutions to support implementation of the policy change.
- Employees who wish to develop their second official language skills can find support through the [Language Training Hub](#), the new language training framework for the federal public service.

How will the new requirement apply to Crown Corporations and separate agencies?

- All institutions are subject to the [Official Languages Act](#). They are also subject to Treasury Board policy instruments, with a few exceptions indicated in the appendices of the Treasury Board's official languages directives.
- The [Directive on Official Languages for People Management](#) requires managers to objectively determine:

- the linguistic identification of positions, ensuring that it reflects the duties and tasks related to the position; and,
 - for bilingual positions, the level of proficiency required in the second official language.
- Crown corporations and separate agencies are not required to use the [Qualification Standards in Relation to Official Languages](#) to establish second-language proficiency levels. However, they are required to ensure that, as of June 20, 2025, employees appointed to bilingual positions involving the supervision of employees who occupy positions in bilingual regions have a superior level of second language proficiency as per the tools and standards used by their institution.