



The OL Connection

April 2024

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Headlines

Update on the Official Languages Regulations Reapplication Exercise

The Official Languages Regulations Reapplication Exercise (OLRRE), which was launched last fall, continues to run its course.

Following the verification of the initial application of the *Official Languages (Communications with and Services to the Public) Regulations* (Regulations) in the System for Official Languages Obligations (SOLO), focused information sessions were offered to persons responsible for official languages in federal institutions required to carry out certain tasks during the OLRRE. On February 27, 2024, we sent out a communication announcing the reopening of SOLO, as well as the start of the deadlines for completing the following tasks:

- Validation of the results for the offices that fall under automatic rules: three weeks
- Definition of service areas: six months
- Completion of consultations under proportionality: six months
- Demand measurement: two years

Rest assured that we will communicate exact deadlines and dates by rules group in due time as the OLRRE progresses and that the critical path and supporting material will be updated accordingly.

A wealth of resources can be found in the [Regulations' Toolbox on GCwiki](#) to help you better understand the Regulations and their implementation, including material from the focused information sessions. Why not add the link to your favourites?

We are counting on your continued collaboration to perfect SOLO and ensure a smooth OLRRE. As this is a new Web application, we invite you to report any errors, whether they are technical problems, incorrect links or bugs related to the language of the interface.

If you have any questions, please contact the Part IV (Communications with and Services to the Public) Regulations team at info-ollo@tbs-sct.gc.ca.

Update on supervisory positions requirements

Last December, a questionnaire was sent to Heads of Human Resources on behalf of the Chief Human Resources Officer to assess the overall readiness to align the implementation dates of two key changes that will impact supervisory positions in bilingual regions.

One of these changes is a legislative requirement (under Section 36 of the modernized *Official Languages Act* (OLA)) that will enter into effect on June 20, 2025, giving all employees in bilingual regions the right to be supervised in their preferred official language regardless of the linguistic profile of their position.

The second change is a proposed policy amendment stemming from a commitment made in the Government's [official languages reform document](#) that would increase the minimum second language proficiency requirement for positions responsible for the supervision of employees in bilingual regions (the CBC initiative).

The new OLA provision will mean that most, if not all, positions responsible for the supervision of employees in bilingual regions will need to be bilingual (a legal interpretation remains pending); the CBC initiative would require that new appointments to positions responsible for the supervision of employees in bilingual regions meet the linguistic profile of CBC or an equivalent level of second language proficiency for institutions that are not required to use the [Qualification Standards in Relation to Official Languages](#).

In both cases, current incumbents of bilingual supervisory positions will be protected in their positions and would only be impacted if they were to change positions.

Results of questionnaire

While some concerns remain, the results of the questionnaire to the Heads of Human Resources indicated that most institutions (87% or 61 of 70 respondents) would support aligning the implementation date of the two changes outlined above. In addition, 69% (48 of 70) indicated they had already started working towards implementing the CBC requirement.

Briefings to senior management are underway. The implementation date of the CBC initiative will be communicated to Persons Responsible for Official Languages as soon as it is confirmed.

Updates from the Public Service Commission

1. Non-imperative appointments and deployments

In accordance with [Appendix D of the Public Service Commission's \(PSC\) Appointment Delegation and Accountability Instrument](#) (ADAI), federal organizations subject to the [Public Service Employment Act](#) (PSEA) must report annually to the PSC on the use of the [Public Service Official Languages Exclusion Approval Order](#) (PSOLEAO), the [Public Service Official Languages Appointment Regulations](#) (PSOLAR) and the number of non-imperative appointments. When a person who agrees to become bilingual is appointed or deployed on a non-imperative basis to a bilingual position, that person has an initial period of 2 years to meet the linguistic profile of the position. Extensions to the 2-year agreement to become bilingual must be approved prior to the end date of the initial agreement period.

A call letter was sent in March to inform Deputy Heads of the PSC's reporting requirements for 2023–2024 in accordance with Annex D of the ADAI. Staffing Support Advisors have shared the Appendix D reporting template and procedures with organizational staffing contacts. The deadline to submit the report is May 1st, 2024.

2. Temporary measures for second language evaluation: Measure 2

Persons appointed under Measure 2 must confirm their official language proficiency by taking the PSC's Second Language Evaluation (SLE) tests, or the department's or agency's alternative assessment method, within 24 months of their appointment. Despite the removal of Measure 2 as of April 1, 2022, the requirement to confirm second language evaluation results within 24 months of appointment is still in force for persons appointed under Measure 2. As a result, this 24-month period ended on March 31, 2024, for all appointments made under this provision.

If, at the end of the 24-month period, the person concerned has not obtained the results required for the position, the person must be appointed or deployed to a position for which they meet the merit criteria, including the required level of official language proficiency.

Departments and agencies may use a PSC-approved test or an alternative assessment method. As of September 1, 2023, an alternative assessment method (Measure 3) can no longer be used for written comprehension and written expression tests. You may continue to use this alternative method for oral proficiency tests only.

Federal organizations subject to the PSEA must report annually to the PSC on their use of the temporary measures in Annex D mentioned above.

3. Exclusions on medical grounds

As you know, under the Public Service Official Languages Exclusion Approval Order, persons may be excluded from the linguistic profile of a bilingual position in a non-imperative appointment when they have a medical condition that prevents them from learning their second official language or from achieving the linguistic profile for their bilingual position. The PSC has the exclusive authority to approve exclusions from meeting official language proficiency requirements on medical grounds for organizations subject to the PSOLEAO.

As mentioned in the Human Resources Council Update of September 29, 2023, the PSC is reviewing its medical exemption model. As part of its review, the PSC is considering options for medical assessment services for which organizations will be responsible for the associated costs. We will share additional information as it becomes available in the new fiscal year.

Toolbox

New resource page for monitoring and reporting

The Official Languages Centre of Excellence (OLCE) is developing a [new monitoring and reporting page on GCwiki](#). This evolving resource will provide tools to better understand monitoring and reporting in the OLCE, and you will find the latest information on the 2023-2024 Official Languages Review Exercise.

New this year

The methodology of the Official Languages Review exercise has been revised to reflect the new responsibilities of the Treasury Board Secretariat stemming from the modernized *Official Languages Act*. From 2023-2024, the new methodology includes a two-year cyclical exercise, with the exception of approximately 30 federal institutions that are required to submit a review on an annual basis.

[This list](#) is provided to you to help your institution better position itself in the new biennial cycle for the **2023-24** and **2024-25** period.

Should you have any questions on monitoring, reporting or our resources, please contact us by email at: OLReview-BilanLO@tbs-sct.gc.ca.

Community

Best Practices Forum on Official Languages

The Official Languages Centre of Excellence would like to extend its gratitude and thanks to all collaborators, contributors, and participants on the success of the 2024 Best Practices Forum on Official Languages. This year's event engaged more public servants than ever with 2001 webcast views and 1388 workshop participants!

Many meaningful contributions were made by our senior leaders. Of note, the [Clerk of the Privy Council](#), the President of the Treasury Board, the Commissioner of Official Languages, the Deputy Minister of Canadian Heritage and the Associate Chief Human Resources Officer.

Representatives from Treasury Board Secretariat, Canadian Heritage, Farm Credit Canada, Canada Food Inspection Agency, Financial Transactions and Reports Analysis Centre, Canada Deposit Insurance Corporation and the Public Health Agency of Canada all participated in delivering [workshops](#), presentations, and information sessions during the Forum.

Many other institutions participated by hosting a kiosk during the February 6 hybrid event, or submitted best practices that can be found on the Forum's GCwiki page. The [virtual kiosks](#), [resources](#) and materials presented during the Forum remain available on the [Forum's GCwiki page](#).

The OLCE wishes to reiterate it's thanks to the organizations that collaborated to plan and execute the Forum: the Official Languages Branch at Canadian Heritage, the Council of the Network of Official Languages Champions and the Public Services and Procurement Canada events management team.

Looking for conference interpreters

Are you (or someone you know) looking for an exciting, rewarding, and prestigious career in a fast-growing field? Do you hate routine and love being at the centre of the action in a key role?

Public Services and Procurement Canada's Translation Bureau is looking for conference interpreters to help people in Canada listen to Government of Canada events in the official language of their choice!

Discover the [background that led Katiana Pocklington and Hughes Beaudoin-Dumouchel](#) to work as conference interpreters, [watch Carly Johnson](#) as she describes her experience as a parliamentary interpreter, and [visit the Translation Bureau's webpage](#) to know more about conference interpreting careers.



Public Services and
Procurement Canada

Services publics et
Approvisionnement Canada

Canada



Spring cleaning: list of official language contacts

It's time to take a moment and review the validity of the list of Persons Responsible for Official Languages, Official Languages Champions and Section 41 Coordinators on the [TBS website](#).

Please review the names and contact information for your institution and contact our team at OLCEInformationCELO@tbs-sct.gc.ca if any information needs to be updated.

As a reminder, the PROL of an institution is the sole account holder for SOLO, the point of contact for the OLCE and the person who will receive official requests and information from the OLCE on behalf of the institution.

Thank you for your collaboration!



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Questions or comments? E-mail us at OLCEInformationCELO@tbs-sct.gc.ca.

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