

Number of employees who do not meet the language requirements of their bilingual positions within the timelines: supporting documentation

Background information

The *Public Service Official Languages Exclusion Approval Order* (PSOLEAO) sets out the situations whereby, for non-imperative appointments,¹ public servants may be exempted from the obligation of meeting the official language requirements of their bilingual positions within a specific timeline.

On a yearly basis, deputy heads of federal departments and agencies governed by the *Public Service Employment Act* must report to the Public Service Commission of Canada (PSC) on the use of the PSOLEAO and the *Public Service Official Languages Appointment Regulations*.

As a result of the reporting from deputy heads, cases of employees who do not meet the language requirements of their bilingual positions within the timelines are identified as non-compliant. The PSC supports organizations in resolving these situations.

Overall, the management of exclusions provided by the order has considerably improved from year to year and results have stabilized in the last few years. This decrease in the number of non-compliant cases is attributable to a number of factors: these cases have been monitored more closely by organizations, and the number of non-imperative appointments, which are a prerequisite for employees to be excluded, has also decreased.

The PSC follows up with departments and agencies on situations that have reached the end of the maximum period prescribed by the PSOLEAO to ensure that incumbents obtain second language evaluation results that correspond to the linguistic profile of the position and meet merit with respect to official language proficiency.

Dataset documentation

Number of employees who do not meet the language requirements of their bilingual positions within the timelines, by fiscal year

- Source: Appointment Delegation and Accountability Instrument, Annex D - Reporting template
- Note: From April 3, 2012, to March 31, 2015, a temporary measure was also in effect for employees facing workforce adjustments to confirm their language requirements within 12 months of appointment to their bilingual positions. This temporary measure contributed to an increase in the number of employees who did not meet the language requirements of their bilingual positions.

¹ Requirements related to the staffing of bilingual positions are found in the Treasury Board Secretariat's Directive on Official Languages for People Management

- Note: Deputy Heads must report on the use of the *Public Service Official Languages Exclusion Approval Order* and the *Public Service Official Languages Appointment Regulations* in accordance with the [Appointment Delegation and Accountability Instrument, Annex D.](#)

GLOSSARY

Attribute Name	Defined Attribute Name
fiscal_year	Reporting period from April 1 to March 31
n	Count