

NATIONAL RESEARCH COUNCIL OF CANADA

21 February 1968.

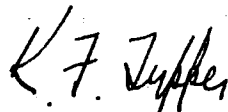
MEMORANDUM TO: Directors and Branch Heads

THIS COPY FOR:

Re: Policy and Programmes for the Promotion
of Bilingualism in the National Research
Council

I am enclosing a copy of the statement of policy on the promotion of bilingualism in the National Research Council which was approved at the January meeting of Council.

Attached to the policy statement is an outline of the language training programs which may be appropriate for members of the Council's staff. The attention of Directors is drawn particularly to the possibility of posting members of the scientific staff to French language institutions. It is hoped that the first such postings would take effect before the end of this year and you are encouraged to place any proposals before the Board of Selection for consideration at the earliest opportunity.



K.F. Tupper

c.c. Administrative Assistants

Policy and Programmes for the Promotion
of Bilingualism in the National Research Council

Policy

For many years it has been the policy of the National Research Council to recruit both French-speaking and English-speaking persons for its staff. In keeping with present government policy, it is the policy of the Council to intensify its efforts to recruit French-speaking persons and to strengthen further its links with Canada's French-speaking universities.

In all cases where there is a significant requirement for the use of the second language, it is the policy of the Council to assist its employees to develop the necessary language skills. Younger English-speaking scientists and other members of the professional staff are particularly to be encouraged to develop and maintain their French language ability as a means of helping them to improve their communication with French-speaking persons in their fields of interest and of enhancing the attractiveness of the Council's laboratories to French-speaking scientists.

Programmes

1. Employees with an Immediate Need for Second Language Skills

Employees who have an immediate need to become proficient in both French and English and lack the required second language skills will be enrolled in courses at the earliest opportunity consistent with the requirements of their work and the availability of suitable courses. In general, these courses should be of an intensive kind, i.e. of the "immersion", "full-time" or "half-time" type. Where suitable courses of this kind are not available, part-time courses of one or more hours per day may be used.

2. Employees with a Future Need for Second Language Skills

Employees, especially members of the scientific and professional staff, for whom there is no immediate requirement to use a second language, but for whom it is expected an opportunity will soon arise to use the second language skills, will be encouraged to enroll in evening courses or in day-time courses given near their work location. In general, the day-time courses would be of a part-time nature and would be given on the site in the case of the Montreal Road Laboratories or at the nearest government language training school or university in the case of other laboratories.

3. Posting of Senior Scientific Staff to French-Language Institutions

On the recommendation of a Director and with the approval of Council, members of the scientific staff may spend periods of from six months to a year at a French-language university or research institution, preferably in the province of Quebec. Under this arrangement, the scientist would use the period to pursue work of interest to him, but would in addition devote a substantial portion of his time to studies of the French language and culture.

This plan is expected to apply mainly to younger persons of great potential at the level of Senior or Principal Research Officer who have demonstrated a significant interest in and ability for training in the French language. Those posted will receive full salary, as well as travel and relocation allowances. It is expected that the number posted in any one year would be small and that an effort would be made to distribute the postings among the various Divisions. Approval of any posting would depend on the working out of arrangements suited to the individual case.

4. Invitations to staff of French-Language Institutions

French-speaking university professors and other research workers are to be encouraged to spend periods in the Council's divisional laboratories.