

When a promotion is made without competition, those who would have been eligible to apply if a competition had been held may appeal. Public servants may also appeal the decision of a deputy head to recommend release or demotion because of incompetence or incapacity.

The Public Service Commission offers interdepartmental courses in government administration, occupational training and management improvement. The commission acts as the consultant and adviser to deputy heads, and training and development facilities are made available to train employees for specific occupations or for promotion in administrative and managerial ranks.

In order that departments may serve the public in accordance with the Official Languages Act, the commission ensures that employees appointed are qualified to meet the linguistic requirements of positions and, in situations where they do not qualify, that incumbents or winners of competitions for bilingual positions receive training in their second official language. Part-time language training is also available to other public servants.

The commission has specific responsibilities in language training, research and the development of selection standards for the linguistic requirements of positions and groups of positions within the federal public service. It must establish both the method of assessing language knowledge and the degree of language knowledge or proficiency of candidates.

Appropriate selection standards are formulated from the decisions of deputy heads based on the linguistic requirements of positions and groups of positions.

Native peoples

3.2.3

Indians

3.2.3.1

The federal Indian affairs and northern development department is responsible for meeting statutory obligations to Indians registered under the Indian Act and for programs approved specifically for them.

The department's local government branch assists with the physical development of Indian communities which involves planning, housing, water, sanitation, electricity and the construction and maintenance of roads on reserves. Indian participation in these activities and in services such as school maintenance, fire and police protection and local government is increasing as band management is extended. For more than 10 years the department has assisted Indians to develop the expertise to manage their communities. Under departmental programs, capital and operating funds are provided to bands. In 1976-77 Indian and Inuit councils administered the expenditure of approximately \$147 million in public funds and more than \$55 million in band funds on a variety of local government projects. Along with capital, operation and maintenance funds, the department provides core funds to band councils. Core funds are based on total band membership and are used to finance items such as band offices and associated operating costs, support staff, salaries, professional advisory services and honoraria, and travel costs for chiefs and councillors. Additional funds to administer various programs are provided at levels negotiated for each activity.

The role of the federal government in programs for Indians has changed from direct program management at the local level to an advisory and consultative capacity as Indians assume responsibility for managing their own affairs. Emphasis is placed on definition of needs and priorities with the department and Indian bands working jointly, and on development of close consultation in both policy and administrative matters.

Under agreements with the federal government, provincial Indian associations receive funds to administer community development programs planned jointly with government officials, but administered by the associations themselves. These programs are intended to help Indians to improve social, economic and cultural conditions in their communities.

Since the first such agreement with the Manitoba Indian Brotherhood in 1969, others have been made with Indian associations in Nova Scotia, New Brunswick, Ontario, Saskatchewan, BC, the Yukon Territory and the Northwest Territories.