

- These very broad responsibilities, if properly carried out, should not add significantly to the cost of administration but should add appreciably to the morale of all ranks. But, having ensured through its pension plans, retirement benefits, etc., that its employees are provided for financially, in the final analysis, the "responsibility for the welfare" of the employees of the Department after retirement should rest with each former employee; it is the Department's responsibility to make it possible and desirable for each employee to exercise and to want to exercise that responsibility.

It will be noted that in Section II of Mr. Wood's report to Mr. H. D. Clark of the Treasury Board one of the recommendations made is that there should be a meeting to establish (among other things) "the degree of responsibility the Government, as employer, should undertake" (in this field of pre-retirement training). I suggest that the foregoing might well be considered an appropriate framework for consideration.