

years including early retirement and those reaching the maximum - too many for individual counselling but have counsellors available (three employee counsellors and welfare counsellors). For Phase I, those retiring October 72-October 73, 122 people - the seminar has 60 including wives - but it will pull in anyone for an interview if, when opting for voluntary retirement, it is found that by carrying on (say six months), there would be considerable pension benefits. Of 60 volunteers, about 25 below 60 years of age with 20 + years' service. Developing audio-visual video tapes as a means of coping with the numbers.

MANPOWER AND IMMIGRATION: Have considered the establishment of pre-retirement training system, but have decided against it as a need not warranting expense and man-hour requirement. However, they put some of their report into a manual for personnel advisors and trainers which was a complete summary of pension and other benefits. This received a good response and is now out of print so that no copy was available. It is being re-printed.

STATISTICS CANADA: Started a short course last year. Will repeat it this year with four sessions of two hours, 9:00 - 11:00 a.m. per week, on Thursday. No wives invited. They have from 30 to 40 employees retiring per year. Will send out 35 invitations and anticipate a response from about 25. No personal counselling provided, except on an ad hoc, friendship basis.

DEPARTMENT OF TRANSPORT, MARINE BRANCH: This branch has decided to follow a form of personal counselling based on a booklet that they had prepared for them. (Estimated cost of production \$1.25 per book) This book is being re-written in light of the first year's experience and will be available at the end of this year. It is used by staffing officers in the field who give it to those approaching retirement. They had hoped for a full time advisor, but this was not approved. They hope that if their sort of programme is adopted by the whole Department, it will be reinforced by a full time counselling officer.