



MEMORANDUM

NOTE DE SERVICE

TO

H.D. Clark

FROM
DE

L.P. Wood

SECURITY-CLASSIFICATION-DE SECURITE

OUR FILE - N/REFERENCE

YOUR FILE - V/REFERENCE

DATE July 11, 1972.

SUBJECT
OBJET
Pre-Retirement and Post-Retirement Counselling Programs

The following is a preliminary report on the above subject based on ideas and information obtained through:

- a) Attendance at a three day workshop seminar held by the American Management Association in Chicago last month.
- b) Discussions with the Manpower Division of the Personnel Policy Branch of Treasury Board.
- c) Brief talks with key persons in many of the government departments already providing or contemplating these services for their employees.

The Chicago Seminar

The seminar in Chicago was attended by 20 persons from various organizations throughout the U.S. and Canada. In particular there were Canadian representatives from the Department of National Defence, the Post Office, the Treasury Board and the Canadian Broadcasting Corporation.

The two discussion leaders were older persons who had successfully established employer oriented counselling programs, were committed to the premise that employers had a definite responsibility to fully prepare their employees for retirement and, therefore, concentrated on how such programs should be run. Nevertheless, I was able to develop the following pros and cons of employers setting up their own programs:

Reasons why an employer should provide their employees with pre-retirement counselling

- a) They are morally responsible, especially for employees who have given long and faithful service.
- b) Large sums of money are spent on providing pension benefits and the extra expense needed to ensure that such benefits are effectively used, is relatively small.