

Henry Arthur Jones, Professor of Education at Leicester University, and previously Principal of the City Literary Institute, London, where pre-retirement training courses were pioneered in England expresses this in another way:

Maintaining an effective relationship in a community is, I am convinced, one of the basic needs of everyone after retirement, for it takes the place of the status that was formerly enjoyed at work.

If this is so, it surely points up one of the basic problems particularly applicable to rotational employees; for them, often it is not a question of "maintaining" but of "creating" a new relationship.

This sort of warning has particular validity for the members of the Department. If one is considering the position of a rotational employee who may have spent the majority of his working life in various places outside Canada, he has no familiar things and places to go on living with unless he decides to retire in the place in which he is serving when retired. But even there, his familiar things and friends were familiar because of his "job". Once he is no longer a member of the "Corps" or even of the society that revolved about the Corps, he no longer automatically belongs and may find himself gradually being eased out of the mainstream of a society in which he formerly moved automatically. Similarly, if most of his career has been in Ottawa, if he is a relatively senior officer at any rate, the same sort of situation arises. Thus, for many External types (unless they are quite sure they want to settle in the Ottawa area, accepting the fact that in a very short time they will be on the outside looking in but confident they have enough association with the non-Civil Service side of Ottawa to provide the safe haven of retirement all aspire to), a decision to move (probably for the last time) just has to be made.

The warnings, therefore, take on a new dimension. Clearly this is a decision each individual must make and it cannot be the Department's responsibility. All that the Department can do is to warn that sunshine resorts or retirement heavens without the support of friends and

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