

Sabbatical Leave

The current practice of assigning employees as university visitors, education leave, language courses, etc., could with benefit be broadened.

Tapering Off

The abrupt change in activity and status on retirement is a problem. Some tapering off for those who want it might be beneficial by research assignments, reduced work load, or early retirement with a work contract.

Post-retirement Liaison

Most large private corporations and some foreign services have established post-retirement organizations. Given the small number of Departmental pensioners this function might best be performed by a Retirement Office within the Department. It could:

- (a) maintain address records
- (b) provide communication
- (c) send bulletins, etc.
- (d) invite retired persons to attend certain functions
- (e) issue I.D. cards for entry to the Department or missions abroad

Use of Pensioners after Retirement

A more extensive and imaginative use of Departmental people after retirement should be one of the principal components of any retirement program put into operation by the Department. This is developed in Section III (d).

Section VII - Conditions of Employment

Departmental employees are subject to one year's probation, but this practice is both unsatisfactory and unrealistic for foreign service conditions. The year is usually spent in Ottawa under conditions making it difficult to judge the adaptability and suitability of the employee (and family) for service in the field.

The report recommends:

- (a) 5 year probationary period
- (b) it should be applied
- (c) there should also be provision for dismissal for good cause after probation