

people to bring about improvements. It is hardly because of lack of need for improvements, because sociologists and experts in the science of gerontology are able to document the need that has been neglected for too long.

Insofar as the Department of External Affairs is concerned, this need to care about or become involved in the preparation for retirement or in the fate of its retired persons, or even to help them to bridge the gap, seems to have been almost totally neglected. Possibly, again, this is because there is no real evidence that the retired members of the Foreign Service - from whatever Department - have found the transition to retirement to have been particularly difficult. There is, in fact, no record from which any firm conclusions on this point may be drawn. In deciding what, if any, action the Department should take, one must rely on suppositions, on trying to relate the ample body of evidence concerning the general problem, to the retired employees of the Department.

The question may be legitimately asked, whether the problems of retirement apply equally to rotational personnel, whether of External or of any other Department, as they do to other types of people in more static employment. Undoubtedly, the same problems do apply, but there will be different emphasis placed on each, because of the nomadic type of life and because of the constant change in type of job that is characteristic of a Department such as External. Moreover, in keeping with most Federal Civil Servants with a long service record (surely the majority of retirees in the Department), the Civil Service pension scheme does more to lighten the financial burden than do most non-Government schemes. Thus the problems of finance will turn more on management rather than on adequacy. On the other hand, "where to live in retirement" will be more of a problem. Possibly for many, the fall from positions of power and importance in the community will present a greater problem - the prestige factor. However, adjustment to new conditions in new environments may be easier at least for the rotational employees, simply because much of their life has been a training ground for just such an adjustment.