

to encourage active participation by the attendees. So far, in Ottawa, most of these "experts" have given their time without remuneration, but if the demands grow the situation will change.

Furthermore, there is a danger of disorder and duplication that will not reflect favourably on the Civil Service or on the concept of pre-retirement training courses. In Chapter I of the report of the Senate Committee on Aging, when stressing the need for co-ordination of the efforts to deal with the problems of the aged, there is this paragraph:

Some disorder is to be expected in the early stages of any important undertaking, but if this disorder continues unduly, especially in an area as many-sided and complex as that of aging, there is an increasing risk of ineffectiveness and failure.

While these passages were written with particular reference to the "aged", nevertheless surely they are equally valid if applied to those who are about to retire or who have just retired from within the Civil Service generally. Independent actions in the way of group counselling courses by Departments may well create unnecessary duplication, rivalry and discontent within the Departments of Government and dissatisfaction and jealousy within the general public at what may be regarded as over-protection and molly-coddling of Civil Servants.

What seems preferable is to encourage employees to attend such courses some time before retirement, on their own time and at their own expense - after all, they will be in receipt of a substantial severance pay which is hardly ever duplicated in the private sector. It may be significant that in answer to the questions concerning whether those who have retired over the last three years would be interested in taking such a course, 15 out of 24 replied positively, and all of those said that they would have attended after work at their own expense. Admittedly, the only course so far available in Ottawa and open for general enrolment is that given by the Ontario Department of Education,