

UNITED STATES CIVIL SERVICE COMMISSION

BULLETIN

Washington, D.C. 20415
July 7, 1969

BULLETIN NO. 831-20

SUBJECT: Civil Service Retirement: Preretirement Planning Services

*Heads of Departments and Independent Establishments:*1. Purpose

This bulletin--

- Announces a change in the Civil Service Commission's policy on preretirement counseling of Federal employees from one of neutrality to one of promoting, encouraging, and assisting in the establishment of preretirement planning services throughout the Federal community.
- Encourages agencies to develop effective new preretirement planning programs and to strengthen existing preretirement planning services.
- Provides basic guidelines to assist agencies in developing effective preretirement planning programs.
- Indicates the type of further assistance the Civil Service Commission will provide to help make effective preretirement planning assistance available to all Federal employees who desire such services.

2. Background

a. This change in policy is based upon the results of a special research study conducted in the summer of 1968 by the Bureau of Retirement, Insurance, and Occupational Health. This study of the reactions and attitudes of a large sample of recent retirees, and a separate sample of employees eligible for retirement, concerning the need for and effectiveness of preretirement planning programs clearly established that employees feel a need for such programs and consider them helpful. The study's findings also indicated that--

- Most employees, especially those who have not yet retired, think that it is hard for people to get used to retirement.

INQUIRIES: Bureau of Retirement, Insurance, and Occupational Health, 63-24650
(Code 101, Extension 24650)

CODE: 831-Retirement

DISTRIBUTION: FPM

BULLETIN EXPIRES June 30, 1970