

fully explained to him. It is significant and most unfortunate that only three of the replies to the questionnaire said that the Registered Retirement Savings Plan option was mentioned during retirement processing, and none that any explanation of what it meant was given.

Insofar as the Canada Pension Plan and Old Age Security are concerned, each employee should be told one year before retirement that he must apply for these for himself and for his wife six months before each reaches the age of 65 for the Old Age Security payments. (Although application for Old Age Security cannot be made earlier than six months before reaching age 65, when an employee is first warned five years before reaching 65 that he will have to retire then, this Old Age Security information should be given then, with a warning that retroactive payments are only permissible for one year. It may be that an employee's wife is older than he is and unless he is warned of the entitlement, particularly if serving abroad, his wife might not make application in time). This application will produce the necessary application forms from the Canada Pension Plan which, in turn, must be sent in not earlier than three months before entitlement (age 65).

It is possible that many people reaching retirement, particularly if they approach this while living abroad, are unaware of the concessions offered to "senior citizens" particularly by rail and air lines, and of other concessions (theatres, local transportation, etc.). Each should be told about these at the start of his five year cycle, and at retirement, so that he will know that after 65 his transportation costs and some entertainment costs within Canada could be sharply reduced.

In all of these financial considerations, the position of the employee's wife should be carefully spelled out. That is to say, he should be informed that in the event of his death his wife will receive 50% of his pension, that under the Canada Pension Plan there are survivor benefits, that there are no Federal inheritance taxes for property left to his wife, but that various provinces still have some inheritance taxes. Reference should perhaps be made to the fact that at death the estate is assessed for capital gains tax as if the assets