

making. It is, however, within our power to change it and change it for the better as a magnificent inheritance for our children and our children's children.

What gift could be greater than an improvement in the condition of their life? Expressions of concern can be acceptable but action, based on that concern, is the only truly admirable course.

We can no longer pretend to be isolated by the islands of self concern. We are a part of every man and every man is truly a part of the main....

Flexible hours successful

Robert Andras, President of the Treasury Board, announced November 23 that, as a result of the positive findings of a report evaluating flexible hours of work for federal public servants in the national capital region, the program will be continued indefinitely by the 39 participating federal departments and agencies.

"I am very pleased with the results of the survey. Allowing employees greater flexibility in arranging their working hours seems to have a positive effect not only on their attitudes toward work but also on the over-all productivity of the organization," said Mr. Andras. "This greater flexibility benefits the employer, employees and the community. The latter no longer must suffer congested streets caused by more than 60,000 federal public servants arriving and departing from work at the same time."

Initial trial

The flexible work hours program was introduced on a three-month trial basis in March 1974, to reduce traffic congestion during arrival and departure times of federal employees in the national capital region. It was later continued, with an evaluation to be conducted, after its first year, by the Treasury Board Secretariat.

Findings

Out of a total of 51,748 employees participating in the flexible working hour programs, 32,824 are located in the downtown Ottawa area, 13,443 in the Ottawa-Hull area but outside the downtown area, and 5,481 outside the

Ottawa-Hull area.

The majority of employees and managers indicated that the level of productivity was either maintained or increased. The positive effect most frequently reported for managers was improved attitude toward work, and for employees it was improved general work performance.

Departments and agencies reported a fairly even distribution of arrivals and departures of employees before and after the "core" period (7.30 a.m. to 3.30 p.m.) each day.

All departments reported that the minimum lunch period was 30 minutes, with maximums varying from 90 to 120 minutes.

The majority of managers are satisfied with the flexible hours program. No major operational problems were identified which could not be satisfactorily resolved.

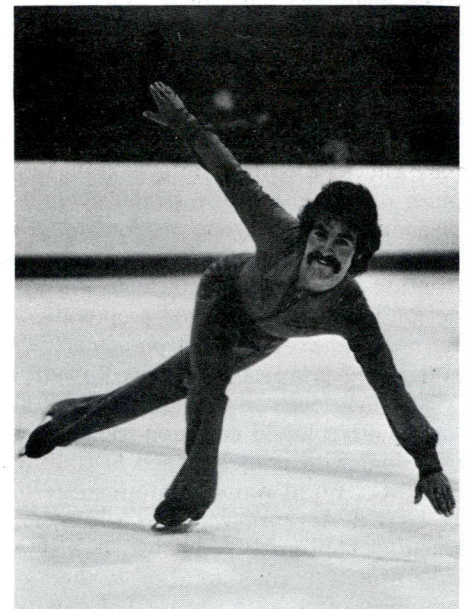
The majority of employees prefer flexible hours of work to the previous fixed system. The flexibility in their working hours has enabled employees to meet personal and family commit-

ments in a more satisfactory manner, improve transportation arrangements to and from work, and improve their attitude toward work.

No departments reported a reduction in the level of service provided to the public or within the Public Service. Four departments reported that services had improved in certain areas of their operations as a result of the flexible hours program.

Public transportation systems reported that the introduction of flexible hours was a significant and very cost-effective improvement.

In summary, the introduction of flexible hours in the Public Service has been a successful experiment. Flexible hours will continue to be evaluated regularly to ensure that they continue maintaining or increasing employee productivity; providing more flexible patterns of work increasing employee productivity; providing more flexible patterns of work and affording employees greater control over their time; and alleviating transportation problems in travelling to and from work.



Skate Canada champions

Kim Alletson of Ottawa (left) and Ron Shaver of Cambridge, Ontario (right), won the ladies' and men's singles at Skate Canada '76 in Ottawa last month, and Susan Carscallen and Eric Gillies of Toronto came third in the dance competition.

Twelve countries competed in the event - Austria, Britain, Czechoslovakia, Finland, Hungary, Japan, Poland, the Soviet Union, Switzerland, the United States, West Germany and Canada - which has been described by Czechoslovakia's internationally recognized dean of figure skating Dr. Josef Dedic, as the "next thing to World's".