

can, are related to interpreting pre-retirement counselling as meaning group counselling courses and not a system of personal counselling. He also lists some of the Canadian departments involved or interested in the subject but his list is not complete, specifically not including Public Works and Indian Affairs and Northern Development, both of which have extensive courses and probably pioneered the use of these "formal" group counselling courses within the Canadian Federal Services. Also, no mention is made of the more limited course developed by Statistics Canada.

The Treasury Board broke the group up into several informal task forces to explore further the need, the responsibility, the best way to proceed and the role of the Treasury Board with a view to a further meeting before establishing Treasury Board's attitudes or policy - the Treasury Board officials making it clear that they were seeking guidance from the departments before taking any action or issuing any policy guidelines.

GENERAL: It may be relevant to note that of all the Departments of Government that have gone through a process of retrenchment, only National Defence made any restitution for those who for one reason or another were forced into unexpected early retirement at short notice. At the time of "unification", the Department of National Defence paid a cash bonus for early retirement. I believe that consideration was given to offering earned pensions without actuarial reduction but, as this would not be possible without upsetting the operation of the superannuation plan, a cash bonus, paid out of Department of National Defence budget, was used.