

Meeting to be Held November 1, 1972

Pre-Retirement Counselling

"Issues" to be examined as a basis for preparing a policy statement

- (a) Need: What evidence do we have that a need exists?
- (b) Benefits: Who will benefit from the program - individual - department - community?
- (c) Responsibility: Who is responsible - individual - department - community?
- (d) Content: What should be covered in a pre-retirement counselling service?
- (e) Administration: What is the best way to administer a pre-retirement counselling service?
- (f) Resources: What resources should be provided on a central basis? What personnel are available to provide services? What use should be made of consultants?
- (g) Costs: What are the costs of pre-retirement counselling programs? Who should pay these costs?
- (h) Research: What studies are required at this time? What research information is available to guide the development of programs?
- (i) Voluntary - Involuntary: What is the nature of the employee's commitment to the program?
- (j) Union Liaison: At what point should unions be brought into the discussion? What is the role unions can play?
- (k) Post Retirement Counselling: How are pre and post retirement counselling related?
- (l) Training vs Counselling: How are the training and counselling approaches to preparation for retirement related?
- (m) Central Agency Responsibility: What are the central agency responsibilities in the area of pre-retirement counselling?
- (n) Personnel: What personnel is required for pre retirement counselling? Is the personnel resource available? How can this personnel resource be trained?