

(b) Health

There should be a thorough medical examination before retirement.

(c) Where to Retire

The desirability of maintaining an effective relationship in a community after retirement may be difficult for rotational employees. "All that the Department can do is to warn that sunshine resorts or retirement heavens without the support of friends and familiar associations may turn out to be bitter disappointments that will take considerable funds to rectify, funds that may not be available."

(d) Use of Leisure

Dr. Wilder Penfield is quoted as drawing attention to the "...ever increasing company of men in Western countries between 60 and 90." The report suggests the Department should do more to encourage continued activity in such fields as

- (i) Historical Division
- (ii) Position papers
- (iii) Contributing views
- (iv) Attending institutional conferences
- (v) Employment with CESO, OXFAM, CIDA, UN, etc.
- (vi) Liaison with universities

Bernard shaw is quoted as saying: "A perpetual holiday is a good working definition of hell."

Section IV - The Responsibility

In determining how far and in what way the Department should prepare its employees for retirement, it is desirable to determine its responsibility as an employer. The report argues against the thesis that the employer has principal responsibility for ensuring the welfare of retired employees beyond the question of pensions. The public servant has no more claim on the public purse than other citizens. On the other hand, studies have shown that there are positive benefits to employers from retirement programs; it is good business.

With this established, the report proposes the Department's responsibility encompass: