

If one considers the number of people retiring from External Affairs as a problem, its magnitude is illustrated by the attached graph and table. Briefly, this shows that in terms of numbers, the "problem" grows fairly rapidly until the mid-1980's. Within the next five years the numbers retiring at 65 rise from 13 to 29 in 1977 but by 1987 they amount to 64 when they begin to fall off. The graph of the rotational employees, whose problems are undoubtedly different in emphasis from those in static employment, follows roughly the same trend. As a rule of thumb, it may be assumed that about half the Department's employees at any one time are rotational, but in general most of those coming to retirement probably do so when serving in Ottawa. If, however, the process of preparing for retirement is to start say, five years back, then whatever system is developed must be geared to handle those serving abroad as well as those in Ottawa.

Of course, there will be a number who will retire before the age of 65, either to take other employment or for health reasons so that the exact year-to-year numbers are unimportant; they simply give some indication of trends. Those taking voluntary early retirement for reasons other than health may be considered as needing less counselling, but they will need full information concerning what their "assets" will be after retirement just as much as those going the full route. In any case, to a large extent it may be accepted that the majority of employees will continue to expect to carry on until they reach the age of 65, though this assumption may not be valid in the near future if trends toward early retirement throughout our society continue.

It is too early to assess the effect that lowering the voluntary retirement age to 55 will have on employees, (voluntary retirement at 55 is without any actuarial adjustment to pensions as long as a person has a minimum of 30 years' service. There is still no limit by years of service at age 60 to qualify for a fully earned pension at that date.) It would seem that as long