

summarized in a statement by Sister St. Michael of the Office on Aging, Branch of the Ontario Department of Social and Family Services, who is undoubtedly one of the foremost Canadian authorities on the subject and an internationally recognized expert. In a paper delivered to an annual meeting of the Gerontological Society at Houston, Texas in October 1971, she said:

In the technological world there is an increasing gap between life expectancy and job expectancy. We have a long term need for expanded research in order to formulate a new, relevant philosophy of work and leisure, to prepare the continuous education that will prepare us to live, not merely to earn a living; and to discover new meaningful roles for work-graduates in these days of expanded life expectancy. We have also an immediate need for an expansion of pre-retirement education....

There is probably little doubt that the retrenchment of 1969/1970 when some Civil Servants were compelled to retire before the age of 60 and 65, came as a traumatic shock and was responsible for shattering of morale. Certainly in External Affairs, this "dismissal" programme, superimposed on other factors, such as the openly expressed doubts of the value of the Service, did much to lower morale in all ranks. While the court case challenging the legality of the Government to dismiss or force into retirement any Civil Servant on the grounds of age (before 65) alone, has thrown the whole concept of compulsory early retirement into question, the important fact that should be considered is not just the legalistic approach but the effect on morale and relations between employees and management within the Department. Surely, what is important is that when a person is "signed on" by the Department he is made fully aware of the conditions of employment, and that in the future these conditions should not be arbitrarily changed at short notice as was the case in 1969. It matters not, or very little, whether or not such changes are within the legal right of the