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| (b) Tapering off towards end of career, of those officers looking for less responsibility, through assignment to research or development of projects, either full time or part time (after early retirement). | Section VI, p. 13-14 |
| 5. That terms of hiring be changed to include probationary period to five years, that this period be used effectively. | Section VII, p. 2 |
| 6. That conditions of service be altered so that if any employee consistently fails to produce adequately he be asked to resign. | Section VII p. 2 |
| 7. That the retirement programme be discussed with those other Departments having large numbers of employees serving abroad. | Section V, p. 2 |
| 8. That the programme be adapted for and applied to locally engaged employees throughout the world. | Section V, p. 2 |
| 9. That the Department should <u>not</u> set up "retirement courses" for its employees, but that it should cooperate with Treasury Board or P.S.C. in setting up courses to be available to all citizens at a fee and on own time - provided demand warrants such action. | Section VI p. 7 |
| 10. That the Department use the experience and abilities of its retired employees by: | Section III p. 19-22 |
| (a) Encouraging retired employees to submit papers on ideas they may have developed. | p. 21 |
| (b) Inviting participation in preparation of position papers where officer known to have acquired experience in particular field. | p. 21 |
| (c) Encouraging officers to participate in institutional conferences dealing with foreign affairs. | p. 21 |
| 11. That Department should clearly define its responsibility towards its retired persons. | Section IV p. 5 |
| 12. That Department should vigorously support every move toward linking all pensions to cost of living index. | Section III p. 4 |