

back, the process is repeated when the discussion is oriented toward information sharing. Finally at one year, a similar group discussion takes place. Meanwhile, there is also a system of personal counselling on an individual basis with the wife being present; this may be held in the office or at home.

On retirement, there is a party at which a representative of the Pensioners' Association welcomes the employee into its ranks. This Association is supported by the Company, which contributes \$1.00 per head for each registered pensioner per year. The Company also provides the facilities, such as office space, for meetings. The Association has an exchange of information centre where data on costs of living in different areas may be obtained and other data that may help retirees in making decisions.

ADDENDUM - The following information was received after completion of this report.

For many years now, our Personnel Officers throughout the province have conducted interviews with employees within the last year before retirement. In a number of cases these interviews include the spouse and extend to counselling when necessary. Full advice is given in helping the employee to decide the best option for him/her in our pension and insurance plans. The employee is encouraged to discuss any retirement plans and those who have not given the matter much thought are urged to give it consideration. In many instances, an excellent book by Robert Thomas Allen, "Today is the First Day of the Rest of Your Life" is handed out.

In addition, group counselling has been considered and as you will see by the following, some progress has been made. In February, 1967, a committee was set up to study and recommend a retirement counselling program for employees of Ontario Hydro. The recommendations in the report were generally accepted but an extensive program has not been made a Commission-wide policy. In the fall of 1968, one of our regions had a complete one-day seminar for employees and their spouses who were 10 years from retirement. Another one-day session was carried out in the spring of 1969 for those who were within five years of retirement. That region will probably begin further counselling programs this coming year. In 1970, another region started a program for employees and their spouses who were five years from retirement. This program continues to be carried out two or three times per year