

Several large companies in the United States and in Canada may be said to start some sort of programme almost at the time of employment by annually sending each employee a statement of his pension benefits. Subsequently this factual data is reinforced by regular and more complete counselling as he approaches the compulsory retirement age.

On balance, the main thrust of any programme undertaken by the Department would seem best directed toward the five year mark. However, this is not to say that Departmental policies aimed at interesting its employees in outside and varied pursuits during their working careers should not be considered. On the contrary, this sort of indirect preparation for retirement should be considered as an integral part of the project and also as of indirect benefit to the Department and to the country as a whole. (see Section VI)

The sort of problems that are generally recognized as needing counselling and advance planning can be summarized under the following headings: (a) Financial, (b) Health, (c) Where to Retire - and in what sort of Accommodation, (d) Use of Leisure, and (e) Development of Retirement Philosophy.

(a) FINANCIAL

There is little doubt that satisfactory financial resources are the most important factor from the solution of which most of the other problems can be based. Most of the authorities writing about retirement problems stress the importance of financial planning and suggest ways and means of going about it before retirement, stressing the need to recognize a reduced income that, however, is offset by reduced expenditures and obligations requiring the out-flow of funds. However, it is questionable if adequate financial resources is the primary problem faced by most of the people retiring from the Public Service of Canada. The Civil Service pension arrangements providing for maximum pension of 70% is reinforced by the Canada Pension Plan, Unemployment Insurance, the Old Age Security payments, virtually free medical and hospital benefits. In addition, there is a substantial