

have, many of them, enjoyed heavy responsibility at a fairly young age, they have had to learn new skills, develop new interests, meet new people, coped with new life styles, almost from the start of their careers. While some of these conditions will help them to meet retirement successfully and unafraid, the sudden loss of status and of belonging to the decision-making apparatus, not just of a company, but for their country, could be a traumatic experience that could sap the joy out of their retirement years.

Perhaps the only real defence against this sort of "let down" is the development of a sense of humour and an adequate philosophy of life early in the game. H. C. L. Heywood, Provost of Southwell and member of the "Preparation for Retirement Committee" in England expresses this point: "An adequate philosophy of life is something we can never start too soon."

This surely is the key to this particular problem to be faced in retirement and it is hardly one that the Department can do much about. It is the responsibility of the individual - all that the Department can do is to encourage the development of outside interests (Section VI (d) ), to ensure that its handling of its people throughout their career is fair and understanding, and to let it be known that at the end their service will be appreciated and that they will not be immediately forgotten. Certainly this "adequate philosophy" cannot come about through a "crash course" at the end.