



DFAIT will progressively exercise the Treasury Board's authority under a three-phased delegation as follows:

Figure 3: Delegation of Authority to DFAIT for LES pension and insurance plans

PHASE OF DELEGATION	POWERS DELEGATED TO DFAIT
Phase 1, effective February 1, 1997	<ul style="list-style-type: none">• Establish, maintain and administer pension plans in accordance with broad TB policy principles• Participate in local social security schemes as employer• Pay the employer costs of pension and social security schemes
Phase 2, effective some time in 1998/1999	<ul style="list-style-type: none">• Approve the establishment of insurance plans or amendment to these existing plans• Manage the insurance plans, with the vote transferred from Treasury Board• Establish, maintain and administer specialised, separate pension plan in accordance with broad Treasury Board policy principles• Authorise participation in social security schemes
Phase 3, effective some time in 1999/2000	<ul style="list-style-type: none">• Vote (pensions and social security) transferred from Treasury Board