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**11 Laurier St./11, rue Laurier**  
**Gatineau**  
**Québec**  
**K1A 0S5**  
**Bid Fax: (819) 997-9776**

**SOLICITATION AMENDMENT**  
**MODIFICATION DE L'INVITATION**

The referenced document is hereby revised; unless otherwise indicated, all other terms and conditions of the Solicitation remain the same.

Ce document est par la présente révisé; sauf indication contraire, les modalités de l'invitation demeurent les mêmes.

**Comments - Commentaires**  
THIS RFP CONTAINS A SECURITY  
REQUIREMENT.

**Vendor/Firm Name and Address**  
**Raison sociale et adresse du**  
**fournisseur/de l'entrepreneur**

**Issuing Office - Bureau de distribution**  
Miscellaneous Special Projects Division (XN)/Division  
des projets spéciaux divers (XN)  
Canadian Building  
219 Laurier Ave. West, 13th Floor  
Room 13077  
Ottawa  
Ontario  
K1A 0S5

<b>Title - Sujet</b> HRSDC FUNCTIONAL SUPPORT	
<b>Solicitation No. - N° de l'invitation</b> G9931-120012/A	<b>Amendment No. - N° modif.</b> 004
<b>Client Reference No. - N° de référence du client</b> G9931-120012	<b>Date</b> 2013-04-04
<b>GETS Reference No. - N° de référence de SEAG</b> PW-\$\$XN-109-25614	
<b>File No. - N° de dossier</b> 109xn.G9931-120012	<b>CCC No./N° CCC - FMS No./N° VME</b>
<b>Solicitation Closes - L'invitation prend fin</b> <b>at - à 02:00 PM</b> <b>on - le 2013-04-08</b>	
<b>Time Zone</b> <b>Fuseau horaire</b> Eastern Daylight Saving Time EDT	
<b>F.O.B. - F.A.B.</b> <b>Plant-Usine:</b> <input type="checkbox"/> <b>Destination:</b> <input checked="" type="checkbox"/> <b>Other-Autre:</b> <input type="checkbox"/>	
<b>Address Enquiries to: - Adresser toutes questions à:</b> Pan, Long	<b>Buyer Id - Id de l'acheteur</b> 109xn
<b>Telephone No. - N° de téléphone</b> (613) 952-0285 ( )	<b>FAX No. - N° de FAX</b> (613) 952-0434
<b>Destination - of Goods, Services, and Construction:</b> <b>Destination - des biens, services et construction:</b>	

**Instructions: See Herein**

**Instructions: Voir aux présentes**

<b>Delivery Required - Livraison exigée</b>	<b>Delivery Offered - Livraison proposée</b>
<b>Vendor/Firm Name and Address</b> <b>Raison sociale et adresse du fournisseur/de l'entrepreneur</b>	
<b>Telephone No. - N° de téléphone</b> <b>Facsimile No. - N° de télécopieur</b>	
<b>Name and title of person authorized to sign on behalf of Vendor/Firm</b> <b>(type or print)</b> <b>Nom et titre de la personne autorisée à signer au nom du fournisseur/</b> <b>de l'entrepreneur (taper ou écrire en caractères d'imprimerie)</b>	
<b>Signature</b>	<b>Date</b>

Solicitation No. - N° de l'invitation

G9931-120012/A

Client Ref. No. - N° de réf. du client

G9931-120012

Amd. No. - N° de la modif.

004

File No. - N° du dossier

109xnG9931-120012

Buyer ID - Id de l'acheteur

109xn

CCC No./N° CCC - FMS No/ N° VME

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**THE SOLICITATION AMENDMENT No. 004 IS RAISED TO MODIFY THE BID SOLICITATION AND ANSWER QUESTIONS FROM INDUSTRY.**

**MODIFICATION**

**Modification # 003**

**Reference:**

Attachment 4.1: Evaluation Criteria for Resource Category P.9 Project Manager - SAP Project Manager (Level 3).

**Modification #003:**

The numbering sequence for the Rated Criteria is modified to be R1 to R12 respectively.

**QUESTIONS AND ANSWERS**

**Question #012**

**Reference:**

Attachment 4.1: Evaluation Criteria for Resource Category P.9 Project Manager - SAP Project Manager (Level 3).

**Question # 012:**

Regarding M3 of P.9 Project Manager - SAP Project Manager (Level 3), can the government confirm that this includes experience obtained in Crown Corporations?

Regarding requirement R-9 for the role P.9 Project Manager (Level 3): Considering that the client has altered the requirement M-3 to accept government experience accepted at the Federal, Provincial or Municipal level, we request that you revise requirement R-9 so that it, too, accepts the appropriate experience at either the Federal, Provincial or Municipal level.

It is our assumption then that any requirement (Rated or Mandatory) that require experience with a Federal Government environment, can also be fulfilled as well with either provincial municipal or a combination of both. Is this correct?

**Answer # 012:**

Regarding M3 and R9 of P.9 Project Manager - SAP Project Manager (Level 3), the experience of bidder's proposed resource at Federal, Provincial, Municipal organization or Crown Corporation will be accepted.

**Question #013****Reference:**

Attachment 4.1: Evaluation Criteria for Resource Category P.10 Project Scheduler – SAP Project Scheduler (Level 2)

**Question # 013:**

With respect to R1 – Would the crown accept a Masters in Project Management from a PMI Global Accreditation Center for Project Management Education Programs, as an equivalent to a PMP certification?

**Answer # 013:**

No.

**Question #014****Reference:**

Attachment 4.1: Evaluation Criteria for Resource Category A.2 ERP Functional Analyst – SAP Governance, Risk and Compliance (GRC) Specialist (Level 3)

**Question # 014:**

With respect to R6, item 8, we respectfully request the Crown accept prior experience in Configuring a Multi-Stage Multi Path (MSMP) workflow that is not specific to a project where the individual was functioning as a SAP GRC Functional Analyst. We submit that all experience in configuring MSMP workflows is valid and that limiting it to only projects where GRC work was performed will be overly restrictive and prevent an open competition for this procurement. We propose the following amended language:

R6, item 8: Configure Multi-Stage, Multi Path (MSMP) Workflow as an SAP Functional Analyst (not specific to a GRC assignment)

**Answer # 014:**

As a rated requirement and based on HRSDC's operational requirement, Canada is looking for MSMP workflow configuration experience specific to a SAP GRC project. Therefore, the request is hereby rejected.

**Question #015****Reference:**

Attachment 4.1: Evaluation Criteria for Resource Category A.2 ERP Functional Analyst – SAP Governance, Risk and Compliance (GRC) Specialist (Level 3)

**Question # 015:**

With respect to R6, item 9, we respectfully request that the Crown accept experience in implementing a GRC Access Control Environment using SAP Netweaver but not specific to the Identity Management component. GRC is not a frequently used module in Canada, particularly when combined with Rated Requirement 1 (Government of Canada footprint) and the broader collection of tasks in R6. We believe this combination of requirements is overly restrictive and not in the best interest of achieving an open competition on this procurement.

We propose the following amended language:

R6, item 9: Implement a GRC Access Control environment using SAP Netweaver.

**Answer # 015:**

As a rated requirement and based on HRSDC's operational requirement, Canada is specifically looking for SAP GRC Access Control Environment experience using the Identity Management component. Therefore, the request is hereby rejected.

**Question #016****Reference:**

Attachment 4.1: Evaluation Criteria for Resource Category A.2 ERP Functional Analyst – SAP Governance, Risk and Compliance (GRC) Specialist (Level 3)

**Question # 016:**

With respect to R1, we are not aware of any instances where the GRC module has been implemented in the Federal Government, and hence this requirement (Government of Canada approved SAP Footprint) is contrary to other requirements in this solicitation requiring recent hands on experience with the GRC module (M3 and R4).

We request that this requirement be dropped entirely, as it is overly restrictive and it is highly unlikely that any proposals will meet this requirement. When combined with all of the other highly specific requirements in this grid, it reduces the Crowns ability to receive any proposals that meet the minimum rated score requirements.

**Answer # 016:**

As a rated requirement and based on HRSDC's operational requirement, Canada is looking for experience working with the Government of Canada approved SAP footprint pertaining to access control but not restrictive to GRC module implementation. Therefore, the request is hereby rejected.

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**Question #017****Reference:**

Attachment 4.1: Evaluation Criteria for Resource Category A.2 ERP Functional Analyst – SAP Governance, Risk and Compliance (GRC) Specialist (Level 3)

**Question # 017:**

With respect to R2, an SAP certification is a time intensive process that costs roughly \$20,000-\$25,000 in tuition, per certification. For the requirements as written, this would represent over \$60,000, as well as significant time away from work (which is not typical for consultants that are highly in demand, such as GRC specialists). Further, the time off required to complete these certifications contradicts items M1, M2 and M3, which favour candidates with continuous work experience.

With respect to R2, we respectfully request that the Crown recognize completion of SAP courses for scoring, in addition to full certifications.

**Answer # 017:**

As a rated requirement and aligned with similar A.2 Level 3 functional analyst resource requirements, Canada is looking for valid SAP certifications. Therefore, the request for accepting training certificates/courses is hereby rejected.

**ALL OTHER TERMS AND CONDITIONS OF THE BID SOLICITATION REMAIN UNCHANGED**