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LETTER OF INTEREST
LETTRE D'INTÉRÊT

Comments - Commentaires

Vendor/Firm Name and Address
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Issuing Office - Bureau de distribution
Health Services Project Division (XF)/Division des
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11 Laurier St./11 rue, Laurier
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Gatineau
K1A 0S5

Title - Sujet MPMCT Project - Projet TCGPM	
Solicitation No. - N° de l'invitation W8474-11MP01/E	Date 2013-01-15
Client Reference No. - N° de référence du client W8474-11MP01	GETS Ref. No. - N° de réf. de SEAG PW-\$\$XF-004-25322
File No. - N° de dossier 004xf.W8474-11MP01	CCC No./N° CCC - FMS No./N° VME
Solicitation Closes - L'invitation prend fin at - à 02:00 PM on - le 2013-02-19	
Time Zone Fuseau horaire Eastern Standard Time EST	
F.O.B. - F.A.B. Plant-Usine: <input type="checkbox"/> Destination: <input checked="" type="checkbox"/> Other-Autre: <input type="checkbox"/>	
Address Enquiries to: - Adresser toutes questions à: Randall, Michael	Buyer Id - Id de l'acheteur 004xf
Telephone No. - N° de téléphone (819) 956-0338 ()	FAX No. - N° de FAX (819) 956-8303
Destination - of Goods, Services, and Construction: Destination - des biens, services et construction: DEPARTMENT OF NATIONAL DEFENCE DES PROC - TUNNEY'S BLDG 101 COLONEL BY DR ATTN: MPMCT/A/DES PROC 2-3-5, COVENTRY OTTAWA Ontario K1A0K2 Canada	

Instructions: See Herein

Instructions: Voir aux présentes

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

Military Personnel Management Capability Transformation (MPMCT) Project

1) Purpose:

The purpose of this notice is to update industry on the status of the MPMCT Project and its proposed procurement approach.

2) MPMCT Requirement Overview:

The Department of National Defence (DND) has a requirement for the implementation of a modern, flexible and integrated Military Personnel Management (MPM) capability, encompassing Human Resources (HR) and Payroll for the Canadian Forces (CF). This requirement flows from the *Canada First Defence Strategy* and involves developing a modern regulatory and policy framework, transforming MPM business processes and implementing a modern, integrated Information Management system based on the Commercial Off-The-Shelf Enterprise Resource Planning (ERP) software, Oracle PeopleSoft.

The MPMCT Project has been established to manage this implementation. The MPMCT Project is using a cyclical project delivery methodology that allows for a continuing program of project reviews, with status and performance assessments (and Go / NoGo decision points) at the end of each cycle or gate.

Figure 1 below depicts the MPMCT Project approval cycles as proposed to and approved by Treasury Board (TB). The MPMCT Project is currently in Cycle 1. The number and scope of the Cycles beyond Cycle 1 are subject to change as a result of the development of the MPM Implementation Strategy and Plan being produced in Cycle 1.

Project Approval Cycles

TB approval Oct 2011

TB Approval

TB approval

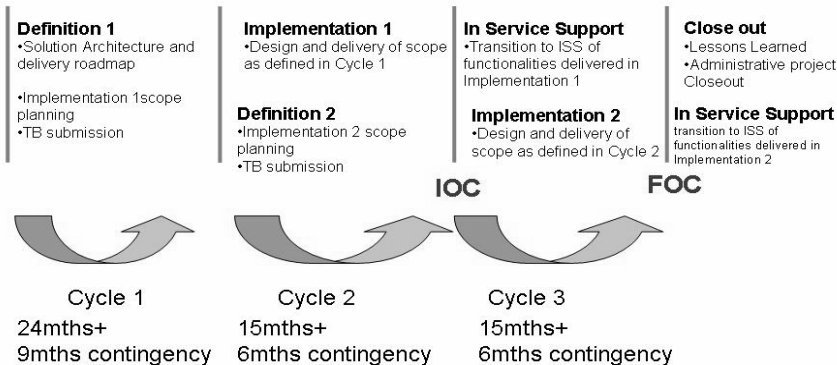


Figure 1 - MPMCT Project Approval Cycles

The MPMCT Project Scope is defined as the delivery of an integrated MPM Solution for HR and payroll, including:

- Transforming DND/CF business that supports the delivery of HR and payroll services, including: policy transformation; business process re-engineering and training that are aligned with Canada's HR Business Solution Project; and the Canada Payroll Administration Model;
- Configuring and implementing Oracle PeopleSoft that replaces legacy CF HR and payroll applications;
- Modernization of supporting Information Technology (IT) infrastructure (in conjunction with Shared Services Canada (SSC));
- Migration of data from legacy applications into the MPM Solution.
- Developing and integrating interfaces between the MPM Solution and other Canadian Government Departments that require CF HR and payroll information; and
- Transitioning the MPM Solution into an in-service state.

3) MPMCT Status Update:

The MPM Implementation Strategy and Plan has defined the scope of cycles beyond Cycle 1 as follows:

- a. Cycle 2 – Create a core MPM application by moving existing HR applications that are currently operating on PeopleSoft V7.5 (specifically HRMS 7.5 and CFRIMS) onto PeopleSoft V9.1 with minimal business transformation.
- b. Cycle 3 – This cycle is composed of three sub-cycles:
 - i) Introduce significant business transformation by updating the core MPM application by re-implementing the capabilities of PeopleSoft V9.1 while minimizing customizations;
 - ii) Implement the Payroll North America module of PeopleSoft V9.1 into the core MPM application; and
 - iii) Introduce further business transformation by implementing selected MPM functions into the core MPM application on a priority basis, and possibly, upgrading the core MPM application to PeopleSoft V9.2.

An Integrated Project Team (IPT) concept has been established as part of the MPMCT Project delivery concept. An IPT is a cohesive integrated team comprised of Canada and industry professionals that delivers business benefits through business transformation and IM/IT solutions. The MPMCT IPT is composed of DND/CF and contractor organizations brought together into a single project team structure led by the MPMCT Project Manager.

To support the MPMCT IPT, the professional services that will be required are as follows:

- a. A Solution Integrator (SI) who will provide the professional services necessary to support the development of the MPM solution in Cycle 3, including, but not limited to, ERP application development and integration, business process transformation, information integration and data migration;
- b. Business Change Management (BCM) support for activities in all cycles such as Organizational Change Management, Communications Management and Project Outcomes Management. BCM is defined as the processes and techniques used to manage the people-side of business change in order to achieve the required business outcomes, and to ensure the solution delivery meets stakeholder expectations;
- c. Project management resources to augment departmental staff in the Project Management Office (PMO) and related control processes in all cycles.

d. Functional and technical resources to support activities in Cycle 1 and 2 and for other project requirements as determined by the MPMCT Project.

To address each requirement, Canada is currently contemplating publishing individual Request for Proposals (RFPs). At this time, Canada plans to tender separate RFPs to pre-qualified Government of Canada Standing Offer or Supply Arrangement Holders to meet all requirements except for the SI. The specific Government of Canada Standing Offer or Supply Arrangement under which these RFP's will be published has not yet been determined. For the SI requirement, Canada plans to publish a separate competitively tendered RFP via MERX. Canada is intending full consultation with industry, including issuing an LOI and a draft RFP, for this requirement.

Canada is still determining its needs with regards to conflict of interest clauses between individual requirements for professional services. Canada is currently contemplating awarding three separate contracts (PMO, BCM and SI) on a mutually exclusive basis from one another.

Canada is planning to exercise its rights under current unrelated Government of Canada contracts to address its MPMCT software licensing needs.

4) Next Steps:

Industry is reminded that the MCMPT requirements and the associated procurement approach continue to be under development and therefore subject to change at Canada's sole discretion. Canada reserves the sole right to alter its procurement approach for any associated MPMCT requirement. With this in mind, the following target MPMCT Project RFP publication dates have been provided for information purposes only:

Requirement	Request For Proposal (RFP) Publications Date Target
Solution Integrator (SI)	Winter 2014
Business Change Management (BCM)	Spring 2013
Project Management Office (PMO)	Spring 2013
Functional and Technical Resources	Various, Fall 2012 to Fall 2013

5) Enquiries Regarding the MPMCT Requirement:

On behalf of DND, the Public Works and Government Services Canada (PWGSC) employee indicated below has been designated as the "Contracting Authority" procurement lead for the MCMPT requirement. To ensure the integrity of the procurement process, all enquiries and other

communications regarding the MPMCT procurement must only be directed to the Contracting Authority as follows:

Contracting Authority:

Michael Randall

Health Services Projects Division (XF)

Special Procurement Initiatives Directorate

12C1, Place du Portage Phase III, Gatineau Québec K1A 0S5

Telephone: (819) 956-0338

E-mail: michael.randall@pwgsc.gc.ca

This is not a bid solicitation, and as a result, Canada will not necessarily respond to enquiries in writing or by circulating answers to all potential suppliers. However, respondents with questions regarding this notice may direct their enquiries to the Contracting Authority identified above.

Copies of previously MERX published MPMCT Project information (e.g. W8474-11MP01/A published 2010-09-08, W8474-11MPO1/B published 2012-03-15, LOI W8474-11MP01/C published 2012-06-18, LOI W8474-11MP01/D published October 29, 2012) can be obtained by contacting the Contracting Authority directly.