

**RETURN BIDS TO:**  
**RETOURNER LES SOUMISSIONS À:**  
Bid Receiving - PWGSC / Réception des  
soumissions - TPSGC  
Place du Portage, Phase III  
Core OA1\noyau OA1  
11 Laurier St./11, rue Laurier  
Gatineau, Québec K1A 0S5  
Bid Fax: (613) 997-9776

**LETTER OF INTEREST**  
**LETTRE D'INTÉRÊT**

Comments - Commentaires

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

Issuing Office - Bureau de distribution  
Health Services Project Division (XF)/Division des projets  
de services de santé (XF)  
Place du Portage, Phase III, 12C1  
11 Laurier St./11 rue, Laurier  
Gatineau  
Gatineau  
K1A 0S5

<b>Title - Sujet</b> MPMCT Project - Projet TCGPM	
<b>Solicitation No. - N° de l'invitation</b> W8474-11MP01/C	<b>Date</b> 2012-06-18
<b>Client Reference No. - N° de référence du client</b> W8474-11MP01	<b>GETS Ref. No. - N° de réf. de SEAG</b> PW-\$\$XF-004-24555
<b>File No. - N° de dossier</b> 004xf.W8474-11MP01	<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 2012-08-31</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> Randall, Michael	<b>Buyer Id - Id de l'acheteur</b> 004xf
<b>Telephone No. - N° de téléphone</b> (819) 956-0338 ( )	<b>FAX No. - N° de FAX</b> (819) 956-8303
<b>Destination - of Goods, Services, and Construction:</b> <b>Destination - des biens, services et construction:</b> 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

<b>Delivery Required - Livraison exigée</b> See Herein	<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>

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## **Military Personnel Management Capability Transformation (MPMCT) Project**

### **1) Purpose**

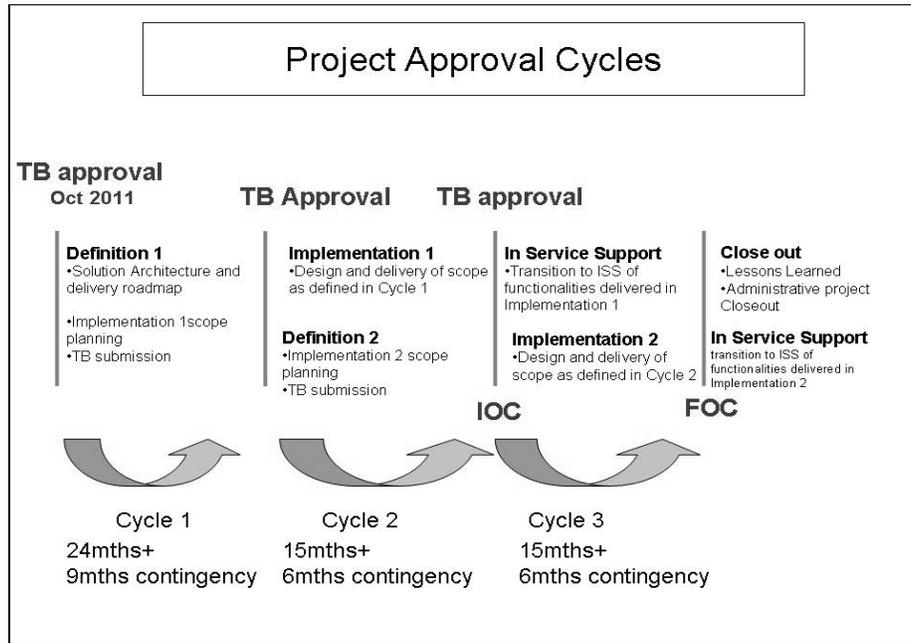
The purpose of this notice is to update industry on the status of the MPMCT Project and its proposed procurement approach.

### **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 Defense 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/No Go 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. Note that the number and scope of the Cycles beyond Cycle 1 are subject to change with the confirmation of the implementation scope and the development of a delivery roadmap in Cycle 1.



**Figure 1 - MPMCT Project Approval Cycles**

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

- a. 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;
- b. Configuring and implementing Oracle PeopleSoft that replaces legacy CF HR and payroll applications;
- c. Modernization of supporting Information Technology (IT) infrastructure (in conjunction with Shared Services Canada (SSC));
- d. Migration of data from legacy applications into the MPM Solution.
- e. Developing and integrating interfaces between the MPM Solution and other Canadian Government Departments that require CF HR and payroll information; and
- f. Transitioning the MPM Solution into an in-service state.

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Final MPMCT Project Scope will be determined during Definition Phase in partnership with the selected vendors.

3) **MPMCT Status Update:**

An initial Request For Information (RFI) No. W8474-11MP01/A was published in September 2010 seeking feedback from industry to assist in the pre-development of the MPMCT requirement. Canada has reviewed industry feedback received in response to the RFI process and, where applicable has included this feedback in the development of the anticipated Requests for Proposal (RFPs). Canada is continuing its efforts to finalize the MPMCT requirement and the associated procurement strategy.

An Integrated Project Team (IPT) concept will be 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 IPT will be composed of DND/CF and contractor organizations brought together into a single project team structure led by the MPMCT Project Manager.

The MPMCT Procurement Strategy has identified three major contracts:

- a. A Solution Integrator (SI) who will provide the professional services necessary to implement the overall solution including, but not limited to, application and integration, business process transformation, information integration and data migration;
- b. Business Change Management (BCM) support for activities 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; and
- c. Project management resources to augment departmental staff in the Project Management Office (PMO) and related control processes.

To address each requirement, Canada is currently contemplating publishing individual Request for Proposals (RFPs).

At this time, Canada plans to tender separate PMO and BCM RFPs to pre-qualified Government of Canada Standing Offer or Supply Arrangement Holders. The specific Government of Canada Standing Offer or Supply Arrangement under which the PMO and

BCM RFP's will be published has not yet been determined.

At this time, Canada plans to publish a separate competitively tendered RFP via MERX for the SI requirement.

Canada currently contemplates publishing the three separate RFP's (PMO, BCM and SI) on a mutually exclusive basis from one another. Respondents providing a bid in response to one of the three RFPs will be precluded from being awarded more than one of these three contracts. Conflict of interest requirements will also apply to each of these three individual requirements.

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 are currently 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:

<b>Requirement</b>	<b>Target Request For Proposal (RFP) Publications Date</b>
Project Management Office (PMO)	Summer/Fall 2012
Business Change Management (BCM)	Summer/Fall 2012
Solution Integrator (SI)	Winter 2012/2013

**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:

Solicitation No. - N° de l'invitation

W8474-11MP01/C

Amd. No. - N° de la modif.

File No. - N° du dossier

004xfW8474-11MP01

Buyer ID - Id de l'acheteur

004xf

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

W8474-11MP01

CCC No./N° CCC - FMS No/ N° VME

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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.