

**RETURN BIDS TO:**

**RETOURNER LES SOUMISSIONS À:**

Bid Receiving - PWGSC / Réception des soumissions -  
TPSGC

11 Laurier Street / 11, rue Laurier

Place du Portage, Phase III

Core 0A1 / Noyau 0A1

Gatineau

Québec

K1A 0S5

Bid Fax: (819) 997-9776

**Revision to a Request for a Standing Offer**

**Révision à une demande d'offre à commandes**

Regional Master Standing Offer (RMSO)

Offre à commandes maître régionale (OCMR)

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

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

**Comments - Commentaires**

THERE IS A SECURITY REQUIREMENT  
ASSOCIATED WITH THIS REQUIREMENT

**Vendor/Firm Name and Address**

Raison sociale et adresse du  
fournisseur/de l'entrepreneur

**Issuing Office - Bureau de distribution**

Procurement Strategies Division / Division des  
stratégies d'acquisition

11 Laurier St. / 11, rue Laurier

Place du Portage, 11C1

Phase III, Tower C

Gatineau

Quebec

K1A 0S5

<b>Title - Sujet</b> TEMPORARY HELP SERVICES		
<b>Solicitation No. - N° de l'invitation</b> E60ZN-110002/A		<b>Date</b> 2012-05-02
<b>Client Reference No. - N° de référence du client</b> E60ZN-110002		<b>Amendment No. - N° modif.</b> 015
<b>File No. - N° de dossier</b> 002zn.E60ZN-110002	<b>CCC No./N° CCC - FMS No./N° VME</b>	
<b>GETS Reference No. - N° de référence de SEAG</b> PW-\$\$ZN-002-24060		
<b>Date of Original Request for Standing Offer</b> Date de la demande de l'offre à commandes originale		2012-03-26
<b>Solicitation Closes - L'invitation prend fin</b> <b>at - à 02:00 PM</b> <b>on - le 2012-05-15</b>		<b>Time Zone</b> <b>Fuseau horaire</b> Eastern Daylight Saving Time EDT
<b>Address Enquiries to: - Adresser toutes questions à:</b> Riley, Stephanie		<b>Buyer Id - Id de l'acheteur</b> 002zn
<b>Telephone No. - N° de téléphone</b> (819) 956-1678 ( )		<b>FAX No. - N° de FAX</b> (819) 997-2229
<b>Delivery Required - Livraison exigée</b>		
<b>Destination - of Goods, Services, and Construction:</b> <b>Destination - des biens, services et construction:</b> AS SHOWN IN THE RESULTING CALL-UPS		
<b>Security - Sécurité</b> This revision does not change the security requirements of the Offer. Cette révision ne change pas les besoins en matière de sécurité de la présente offre.		

Instructions: See Herein

Instructions: Voir aux présentes

<b>Acknowledgement copy required</b> <b>Accusé de réception requis</b>	<b>Yes - Oui</b> <input type="checkbox"/>	<b>No - Non</b> <input type="checkbox"/>
<b>The Offeror hereby acknowledges this revision to its Offer.</b> <b>Le proposant constate, par la présente, cette révision à son offre.</b>		
<b>Signature</b>	<b>Date</b>	
Name and title of person authorized to sign on behalf of offeror. (type or print) Nom et titre de la personne autorisée à signer au nom du proposant. (taper ou écrire en caractères d'imprimerie)		
<b>For the Minister - Pour le Ministre</b>		

---

**THIS AMENDMENT #015 IS RAISED TO AMEND THE RFSO AND TO ANSWER QUESTIONS**

**AMENDMENTS**

11. On page 19 of Annex "A" - Requirement, Classification: Clerk, Sub-Classification - Human Resources, Intermediate, Minimum Mandatory Qualifications,

Under **Education**,

**Delete:**

-Successful completion of post-secondary courses in Human Resources, Industrial Relations, Labour Relations, Staff Relations, Business Administration or related discipline; or training, workshops or experience in a field related to the position is required

Under Minimum Mandatory Qualifications,

**Insert:**

**Asset Qualifications:**

-Successful completion of post-secondary courses in Human Resources, Industrial Relations, Labour Relations, Staff Relations, Business Administration or related discipline; or training, workshops or experience in a field related to the position is considered an asset.

12. On page 125 of Annex "A" - Requirement, Classification - Auditor, Junior, Minimum Mandatory Qualifications,

**Delete:**

**Education**

-Secondary school diploma is required  
 -Certificate, diploma, or degree in accounting, finance, commerce or other relevant field from a recognized post secondary institution is required  
 -Successful completion of post secondary courses in financial auditing may be required  
 Demonstration of continuous advancement towards obtaining certification as a Chartered Accountant (CA), Certified General Accountant (CGA), or Certified Management Accountant (CMA) is required

**Replace with the following:**

**Education**

- Must be in the process of obtaining a degree/diploma in a relevant field

13. On page 126 of Annex "A" - Requirement, Classification - Auditor, Intermediate, Minimum Mandatory Qualifications,

**Delete:**

**Education**

-Secondary school diploma is required  
 -Certificate, diploma, or degree in accounting, finance, commerce or other relevant field from a recognized post secondary institution is required  
 -Current and valid certification as a CA, CGA or CMA is required

**Replace with the following:****Education**

- must have either a Degree/Diploma in a relevant field OR a Professional Audit/Accounting Designation, ie. CA, CMA, CGA, CIA or CFE

14. On page 127 of Annex "A" - Requirement, Classification - Auditor, Senior, Minimum Mandatory Qualifications,

**Delete:****Education**

- Secondary school diploma is required
- Certificate, diploma, or degree in accounting, finance, commerce or other relevant field from a recognized post secondary institution is required
- Certificate, diploma, or degree in accounting, finance, commerce or other relevant field, at the graduate level, from a recognized post secondary institution may be required
- Current and valid certification as a CA, CGA or CMA is required
- Current and valid certification as a Certified Internal Auditor (CIA) may be required

**Replace with the following:****Education**

- must have either a Degree/Diploma in a relevant field OR a Professional Audit/Accounting Designation, ie. CA, CMA, CGA, CIA or CFE

15. On page 128 of Annex "A" - Requirement, Classification - Auditor, Advanced, Minimum Mandatory Qualifications,

**Delete:****Education**

- Secondary school diploma is required
- Certificate, diploma, or degree in accounting, finance, commerce or other relevant field from a recognized post secondary institution is required
- Certificate, diploma, or degree in accounting, finance, commerce or other relevant field, at the graduate level, from a recognized post secondary institution may be required
- Current and valid certification as a CA, CGA or CMA is required
- Current and valid certification as a Certified Internal Auditor (CIA) may be required

**Replace with the following:****Education:**

- Professional Audit/Accounting Designation, ie. CA, CMA, CGA, CIA or CFE is required

16. On page 149 of Annex "A" - Requirement, Classification: Media Monitor, Senior/Advanced, Minimum Mandatory Qualifications,

Under **Education**,

**Delete:**

- Completion of a graduate degree in communication, journalism or other related field, from a recognized post secondary institution may be required

Under Minimum Mandatory Qualifications,

**Insert:**

**Asset Qualifications:**

- Completion of a graduate degree in communication, journalism or other related field, from a recognized post secondary institution is considered an asset.

17. On page 154 of Annex "A" - Requirement, Sub-Stream 5d - Library Services, Classification: Librarian/Archivist, Junior/Intermediate, Minimum Mandatory Qualifications,

Under **Education**,

**Delete:**

- Completion of a graduate degree in an American Library Association (ALA) accredited Library and Information Science or Library Sciences program may be required

Under Minimum Mandatory Qualifications,

**Insert:**

**Asset Qualifications:**

- Completion of a graduate degree in an American Library Association (ALA) accredited Library and Information Science or Library Sciences program is considered an asset.

18. On page 201 of Annex "A" - Requirement, Sub-Stream 5f - Policy and Advisory Services, Classification: Strategist, Senior, Minimum Mandatory Qualifications, **Education**, 3rd bullet,

**Delete:**

- Completion of a graduate degree in statistics, from a recognized post secondary institution may be required

**Replace with the following:**

- Completion of a graduate degree in a relevant field, from a recognized post secondary institution may be required

19. On page 202 of Annex "A" - Requirement, Sub-Stream 5f - Policy and Advisory Services, Classification: Strategist, Advanced, Minimum Mandatory Qualifications, **Education**, 3rd bullet,

**Delete:**

-Completion of a graduate degree in statistics, from a recognized post secondary institution is required

**Replace with the following:**

-Completion of a graduate degree in a relevant field, from a recognized post secondary institution is required

20. On pages 159, 161, 162, 164, 165, 168, 169, 170, 174 of Annex "A" - Requirement, Sub-Stream 5e - Human Resources Management, under Minimum Mandatory Qualifications of the following classifications:

- Classification: Human Resources, Classification, Senior/Advanced
- Classification: Human Resources, Compensation, Senior/Advanced
- Classification: Human Resources, Employment Equity, Senior/Advanced
- Classification: Human Resources, General, Advanced level
- Classification: Human Resources, Staff and Labour Relations; Senior/Advanced
- Classification: Human Resources, Succession Planning, Senior/Advanced

Under **Education**,

**Delete:**

- Certificate, diploma, or degree, human resources, organizational behaviour, social sciences or other relevant field, from a recognized post secondary institution, is required

Under Minimum Mandatory Qualifications,

**Insert:**

**Asset Qualifications:**

- Certificate, diploma, or degree, human resources, organizational behaviour, social sciences or other relevant field, from a recognized post secondary institution, is considered an asset

21. On page 172 of Annex "A" - Requirement, Sub-Stream 5e - Human Resources Management, Classification: Human Resources, Staffing, Senior/Advanced, Minimum Mandatory Qualifications,

Under **Education**,

**Delete:**

- Certificate, diploma, or degree, human resources, organizational behaviour or other relevant field, from a recognized post secondary institution is required

Under Minimum Mandatory Qualifications,

**Insert:**

**Asset Qualifications:**

- Certificate, diploma, or degree, human resources, organizational behaviour, or other relevant field, from a recognized post secondary institution is considered an asset

- 
22. On page 175-177 of Annex "A" - Requirement, Sub-Stream 5e - Human Resources Management, Classification: Organizational Design, Senior/Advanced, Minimum Mandatory Qualifications.

Under **Education**,

**Delete:**

-Certificate, diploma, or degree, in organizational behaviour or design or other relevant field, from a recognized post secondary institution, is required

Under Minimum Mandatory Qualifications,

**Insert:**

**Asset Qualifications:**

- Certificate, diploma, or degree, in organizational behaviour or design or other relevant field, from a recognized post secondary institution, is considered an asset

**ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED.**