

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

Title - Sujet DSLMM PROJECT	
Solicitation No. - N° de l'invitation 24062-140104/A	Date 2013-10-18
Client Reference No. - N° de référence du client 24062-140104	GETS Ref. No. - N° de réf. de SEAG PW-\$\$XF-005-26490
File No. - N° de dossier 005xf.24062-140104	CCC No./N° CCC - FMS No./N° VME
Solicitation Closes - L'invitation prend fin at - à 02:00 PM on - le 2013-10-31	
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: Maheson, Vaanee	Buyer Id - Id de l'acheteur 005xf
Telephone No. - N° de téléphone (819) 956-1770 ()	FAX No. - N° de FAX (819) 956-8303
Destination - of Goods, Services, and Construction: Destination - des biens, services et construction: See herein.	

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

Disability and Sick Leave Management (DSLML) Transformation Project

Introduction:

Public Works and Government Services Canada (PWGSC) and Treasury Board of Canada Secretariat (TBS) will be launching an industry engagement process to gather information on disability management services to support the Disability and Sick Leave Management (DSLML) Transformation Project. The disability management services may consist of the management and administration of disability plans; and include amongst other related services, receiving and adjudicating disability claims under the disability plans, conducting case management to facilitate timely return to work and/or issuing disability benefit payments to employees.

As part of the DSLML project, PWGSC and TBS want to engage industry early, to help inform project decisions and shape the procurement strategy. The goal of the industry engagement process is to promote a better understanding of the Government of Canada's (GC) business needs and industry practices, so that risks can be mitigated and innovative solutions identified. The industry engagement process will include a variety of engagement activities, such as an industry day, one-on-one meetings, Request for Information and/or working group meetings.

Unions have been invited to participate in the DSLML project and many have already been attending working group sessions. The industry engagement process is a parallel exercise and the DSLML project will continue to actively consult with bargaining agents throughout the process.

The key objectives of the industry engagement process are as follows:

a) Assess the level of industry interest/capacity to provide the GC with short-and long-term disability management services including:

- case management;
- adjudication;
- rehabilitation; and
- return-to-work services;

b) Gather input on the potential service delivery options;

c) Determine the key service elements and parameters that drive pricing and availability; and,

d) Solicit input on the development of a procurement strategy.

Objective:

This Notice is to:

1. Advise industry of the GC intention to launch the industry engagement process by organizing an industry day in December 2013; and
2. Solicit feedback to help prepare for the session

DSLIM Project Background:

The GC intends to find efficiencies in operations, enhance productivity, and bring public service compensation in line with comparable public and private sector employers in Canada.

In 2009, Treasury Board launched the Disability Management Initiative (DMI) project with a view to exploring options for modernizing the disability and sick leave management system in the federal public service that will be fairer, more cost-effective and focussed on employee wellness and productivity. The culmination of this work called for an integrated and modernized approach to managing injury, illness and disability in the federal public service that improves employee wellness while reducing employer costs due to absence from work.

DSLIM Project Objectives:

Proposed structural changes to disability management in the federal public service shall achieve the following business outcomes:

1. Employees have incentives and seamless access to services:
 - To maintain their health (mental and physical);
 - When illness or injury occurs, support to recover and stay at work if possible or return to work as soon as it is safe to do so, including with all necessary accommodations; and
 - If return to work is not possible, reasonable income security.
2. Disability management in departments, agencies and separate employers is supported by a coherent and aligned policy; cost-effective disability plans; responsive services, and streamlined reporting requirements.
3. Departments' and agencies' sick leave, workers' compensation and employee benefit program costs are reduced.

In achieving these outcomes, the following principles will guide the final design of the new disability management and sick leave system:

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- **Fairness** - the new system must treat all employees equitably, without favouring long serving employees or those at more senior levels and regardless of the cause of illness / injury / disability;
 - **Comparability** - the new system must reflect what comparable employers provide their employees;
 - **Affordability** - the new system must cost less than the current one;
 - **Sustainability** - the new system must contain costs over time, including as a result of targeted wellness and prevention activities and improved workforce productivity; and,
 - **Administrative simplicity** - when implemented, the new system must be straightforward to operate, placing fewer time-consuming administrative demands on employees, managers and Human Resources (HR) professionals than the status quo, and interoperable with the GC's HR pay systems as well as provincial worker's compensation pay systems.

The modernized disability and sick leave management in the federal public service would likely include the introduction a new short-term disability plan, as well as the retendering of the existing long term disability insurance plans. The new short-term disability plan is expected to be developed in line with existing practices in large public and private sector employers in Canada. Key features could include income replacement during short term disability and the provision for active case management and return to work support.

Feedback Requested:

In order to help the GC prepare for the industry day, suppliers are being invited to provide the following feedback by 31 October, 2013:

1. Topics or questions to be addressed on the industry day;
2. The number of representatives expected to attend the industry day; and,
3. Preferred language of communication.

Note: Prior to the industry day in December, the GC will post another notice advising industry of the registration process for the session. The purpose of this notice is to seek the feedback listed above, so that the GC can prepare for the industry day.

Feedback is to be provided to PWGSC Contracting Authority listed below, and may be submitted by e-mail.

Solicitation No. - N° de l'invitation

24062-140104/A

Amd. No. - N° de la modif.

File No. - N° du dossier

005xf24062-140104

Buyer ID - Id de l'acheteur

005xf

CCC No./N° CCC - FMS No/ N° VME

24062-140104

PWGSC Contracting Authority:

Vaanee Maheson
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