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Place du Portage, Phase III

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Gatineau

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

### Vendor/Firm Name and Address

Raison sociale et adresse du  
fournisseur/de l'entrepreneur

### Issuing Office - Bureau de distribution

Business Transformation and Systems Integration  
Service/Division de transformation des opérations et  
d'intégrat

Special Procurement Initiative Dir

Dir. des initiatives spéciales

d'approvisionnement

11 Laurier, Place du Portage III

12C1

Gatineau

Québec

K1A 0S5

<b>Title - Sujet</b> MPMCT Systems Integrator	
<b>Solicitation No. - N° de l'invitation</b> W8474-11MP01/M	<b>Amendment No. - N° modif.</b> 009
<b>Client Reference No. - N° de référence du client</b> W8474-11MP01	<b>Date</b> 2016-03-16
<b>GETS Reference No. - N° de référence de SEAG</b> PW-\$\$XE-670-29788	
<b>File No. - N° de dossier</b> 670xe.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 2016-03-30</b>	
<b>Time Zone</b> Fuseau horaire Eastern Daylight Saving Time EDT	
<b>F.O.B. - F.A.B.</b> Specified Herein - Précisé dans les présentes <b>Plant-Usine:</b> <input type="checkbox"/> <b>Destination:</b> <input type="checkbox"/> <b>Other-Autre:</b> <input checked="" type="checkbox"/>	
<b>Address Enquiries to: - Adresser toutes questions à:</b> Chapple(XE Div.), Jeremy	<b>Buyer Id - Id de l'acheteur</b> 670xe
<b>Telephone No. - N° de téléphone</b> (819) 420-2226 ( )	<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>	

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  
**W8474-11MP01/M**  
Client Ref. No. - N° de réf. du client  
**W8474-11MP01**

Amd. No. - N° de la modif.  
**009**  
File No. - N° du dossier  
**670xe.W8474-11MP01**

Buyer ID - Id de l'acheteur  
**670xe**  
CCC No./N° CCC - FMS No./N° VME

### **Invitation to Qualify (ITQ) #W8474-11MP01/M**

#### **Military Personnel Management Capability Transformation (MPMCT) Project Systems Integrator (SI) Requirement**

**For the Department of National Defence (DND) and the Canadian Armed Forces (CAF)**

#### **Amendment No. 009**

The following is a summary of the amendments issued to date for ITQ #W8474-11MP01/M:

<b>Amendment No.</b>	<b>Date</b>	<b>Comments</b>
001	February 5, 2016	Clarification Question #1.
002	February 11, 2016	Clarification Question #2.
003	February 16, 2016	Clarification Question #3.
004	February 19, 2016	Clarification Questions #4 and 5.
005	February 25, 2016	Clarification Question #6 and ITQ revision #1.
006	February 26, 2016	Clarification Questions #7 and 8, and ITQ revision #2 to extend the ITQ closing date.
007	March 2, 2016	Clarification Question #9 and ITQ revisions #3 and 4.
008	March 10, 2016	Clarification Questions #10 and 11.
009	March 16, 2016	ITQ revisions #5,6,7,8,9 and 10.

#### **ITQ Revisions:**

**Following a recent MPMCT Project review, Release 1.X will no longer be delivered by DND resources and will now be included within the scope of work to be completed by any resulting SI Contractor. As a result, the ITQ is hereby amended as follows:**

#### **5) At page 6 of 30, sub-article 1.2.2, Overview of Requirement, c) :**

##### **DELETE:**

Propose, configure, implement and integrate additional MPM/HR components and/or tools to meet the residual MPMCT Project requirements that will not be satisfied as part of the initial upgrade of the existing HRMS PeopleSoft 7.5 platform to *Guardian* Release 1.X;

##### **REPLACE BY:**

Propose, configure, implement and integrate additional MPM/HR components and/or tools to meet the residual MPMCT Project requirements that will not be satisfied as part of the initial upgrade of the existing HRMS PeopleSoft 7.5 platform to *Guardian* Release 1;

**6) At page 25 of 30, Table 2—RRR Phase Stages, Workshop 2:**

**DELETE:**

Workshop 2 will review in detail the *Guardian* Release 1.X business capability and technical baseline that the Cycle 3B releases will be built on. Attention will be given on review of the existing solution configuration/customization and a discussion on portability to PeopleSoft 9.2. Canada will also respond to feedback received from ITQ Responsive Suppliers in Stage 1 Part 2 related to this subject area.

**REPLACE BY:**

Workshop 2 will review in detail the *Guardian* Release 1 business capability and technical baseline that the Cycle 3 releases will be built on. Attention will be given on review of the existing solution configuration/customization and a discussion on portability to PeopleSoft 9.2. Canada will also respond to feedback received from ITQ Responsive Suppliers in Stage 1 Part 2 related to this subject area.

**7) At Annex 1 – High Level Requirements, page 3 of 9, sub-article 1.3, c):**

**DELETE:**

(c) Cycle 3 – is comprised of a definition phase and two implementation sub-cycles.

- Cycle 3 definition, currently underway, focuses on the definition and design of the full MPMCT MPM/HR and Pay operating capability, including the finalization of the detailed business requirements and the development of a holistic *Guardian* solution design.
- Cycle 3 will implement multiple additional *Guardian* Releases to achieve MPMCT's Full Operating Capability (FOC), and will be executed in Sub-Cycle 3A and Sub-Cycle 3B. Sub-Cycle 3A implementation will deliver *Guardian* Release 1.X which extends the functionality of *Guardian* Release 1 as well as the detailed design to deliver Military Pay on the PWGSC Pay Modernization payroll system known as *Phoenix*. Sub-Cycle 3B implementation will deliver *Guardian* Releases 2, 3 and 4.

At the present time, it is anticipated that Cycle 3B Implementation will be the final MPMCT Project implementation cycle. Cycle 3B Implementation will be followed by a project close-out phase and subsequent, on-going, in-service support of *Guardian*.

**REPLACE BY:**

(c) Cycle 3 – is comprised of a definition phase and an implementation phase.

- Cycle 3 definition, currently underway, focuses on the definition and design of the full MPMCT MPM/HR and Pay operating capability, including the finalization of the detailed business requirements and the development of a holistic *Guardian* solution design.
- Cycle 3 will implement three additional *Guardian* Releases (2 through 4) to achieve MPMCT's Full Operating Capability (FOC).

At the present time, it is anticipated that Cycle 3 Implementation will be the final MPMCT Project implementation cycle. Cycle 3 Implementation will be followed by a project close-out phase and subsequent, on-going, in-service support of *Guardian*.

**8) At Annex 1 – High Level Requirements, page 4 of 9, sub-article 1.4, Guardian Implimentation:**

**DELETE:**

The MPMCT Project has developed an implementation strategy that notionally calls for five incremental releases of *Guardian*, with each release providing additional functionality and integration leading to FOC:

- a) Release 1 of *Guardian*, currently underway as part of MPMCT Project Cycle 2, will result in the implementation of a single HR instance of PeopleSoft version 9.1 that will replicate the heavily customized functionality currently embedded in DND's Human Resource Management System (HRMS) PeopleSoft version 7.5, and will allow for the decommissioning of the HRMS 7.5. Release 1 is being deployed by DND resources and does not form any part of the scope of work to be done by any resulting Systems Integrator (SI) Contractor.
- b) Anticipated future Releases of *Guardian* to be implemented in MPMCT Project Sub-Cycles 3A and 3B will enable full business transformation and the decommissioning of the CAF's two payroll applications, i.e. the Central Computation Pay System (CCPS) and the Revised Pay System for the Reserves (RPSR). At this time, the MPMCT Project is planning to complete this implementation work through four additional Releases:
  - Release 1.X: This *Guardian* Release will be delivered by DND resources during Sub-Cycle 3A implementation and does not form any part of the scope of work to be done by any resulting SI Contractor. It will include limited self-service functions, elements of CAF Talent Management, elements of MPMCT's Defence-in-Depth security controls, and the foundation for *Guardian* Application Integration Services.
  - Release 2: This *Guardian* Release will be delivered during Sub-Cycle 3B implementation and will be included in the scope of work to be done by any resulting SI Contractor. It will include an upgrade to PeopleSoft 9.2, transformed core MPM/HR business functions, and Compensation and Benefits and Payroll administration steps ((Treasury Board (TB) steps 1-3 as described below) managed in *Guardian*;
  - Release 3: This *Guardian* Release will be delivered during Sub-Cycle 3B implementation and will be included in the scope of work to be done by any resulting SI Contract. It will include enhancing the MPM/HR business functions, integration of the *Guardian* payroll administration (TB steps 1-3 as described below) with the payroll processing (TB steps 4 & 5 as described below) to be delivered in *Phoenix*; and
  - Release 4: This *Guardian* Release will be delivered during Sub-Cycle 3B implementation and will be included in the scope of work to be done by any resulting SI Contract. It will include MPM/HR enhancements and new functionality.

**REPLACE BY:**

The MPMCT Project has developed an implementation strategy that notionally calls for four incremental releases of *Guardian*, with each release providing additional functionality and integration leading to FOC:

- a) Release 1 of *Guardian*, currently underway as part of MPMCT Project Cycle 2, will result in the implementation of a single HR instance of PeopleSoft version 9.1 that will replicate the heavily customized functionality currently embedded in DND's Human Resource Management System (HRMS) PeopleSoft version 7.5, and will allow for the decommissioning of the HRMS 7.5. Release 1 is being deployed by DND resources and

does not form any part of the scope of work to be done by any resulting Systems Integrator (SI) Contractor.

- b) Anticipated future Releases of *Guardian* to be implemented in MPMCT Project Cycle 3 will enable full business transformation and the decommissioning of the CAF's two payroll applications, i.e. the Central Computation Pay System (CCPS) and the Revised Pay System for the Reserves (RPSR). At this time, the MPMCT Project is planning to complete this implementation work through three additional Releases:
- Release 2: This *Guardian* Release will be delivered during Cycle 3 implementation and will be included in the scope of work to be done by any resulting SI Contractor. It will include an upgrade to PeopleSoft 9.2, transformed core MPM/HR business functions, and Compensation and Benefits and Payroll administration steps ((Treasury Board (TB) steps 1-3 as described below) managed in *Guardian*;
  - Release 3: This *Guardian* Release will be delivered during Cycle 3 implementation and will be included in the scope of work to be done by any resulting SI Contract. It will include enhancing the MPM/HR business functions, integration of the *Guardian* payroll administration (TB steps 1-3 as described below) with the payroll processing (TB steps 4 & 5 as described below) to be delivered in *Phoenix*; and
  - Release 4: This *Guardian* Release will be delivered during Cycle 3 implementation and will be included in the scope of work to be done by any resulting SI Contract. It will include MPM/HR enhancements and new functionality.

**9) At Annex 1 – High Level Requirements, page 6 of 9, sub-article 2.1, MPMCT SI Requirement – High Level Overview:**

**DELETE:**

The MPMCT Project has initiated this procurement process to seek system integration professional services to support the development, implementation, and integration of *Guardian* beyond Release 1. The services of a SI Contractor are required in MPMCT Project Cycle 3B implementation to deliver an integrated CAF HR and Pay solution that:

- a) Satisfies, at a minimum, the core solution business requirements which includes all HR functionality that feeds into, or impacts, the payroll process;
- b) Is primarily based on Oracle PeopleSoft with the military option activated, for which DND has licenses;
- c) Implements the COTS software with minimal customization and leverages, to the maximum extent possible, the HR and Pay business practices that are inherent in Oracle PeopleSoft, such as, but not limited to:
  - i. the automation of administrative HR tasks, reducing the time and cost of those tasks and freeing HR staff to focus on higher value activities;
  - ii. enable CAF members to manage important life and work events on their own (self-service); and
  - iii. provide managers of CAF members with the tools (portal) to accomplish their key HR tasks.

- d) Makes use, as appropriate, of other DND licensed COTS products; and
- e) Minimizes the number and use of custom-built applications.

Any resulting SI Contractor will perform the following key activities in MPMCT Project Cycle 3B implementation for Releases 2 through 4 of *Guardian*:

- a. Support the activities of the MPMCT Project Management Office (PMO) by identifying the gaps between the MPMCT business requirements and the *Guardian* Release 1.X solution capabilities;
- b. Participate as an active member of an Integrated Project Team working hand-in-hand with DND/CAF business, project management and technical resources;
- c. Propose, configure, implement and integrate additional MPM/HR components and/or tools to meet the residual MPMCT Project requirements that will not be satisfied as part of the initial upgrade of the existing HRMS PeopleSoft 7.5 platform to *Guardian* Release 1.X;

**REPLACE BY:**

The MPMCT Project has initiated this procurement process to seek system integration professional services to support the development, implementation, and integration of *Guardian* beyond Release 1. The services of a SI Contractor are required in MPMCT Project Cycle 3 implementation to deliver an integrated CAF HR and Pay solution that:

- a) Satisfies, at a minimum, the core solution business requirements which includes all HR functionality that feeds into, or impacts, the payroll process;
- b) Is primarily based on Oracle PeopleSoft with the military option activated, for which DND has licenses;
- c) Implements the COTS software with minimal customization and leverages, to the maximum extent possible, the HR and Pay business practices that are inherent in Oracle PeopleSoft, such as, but not limited to:
  - i. the automation of administrative HR tasks, reducing the time and cost of those tasks and freeing HR staff to focus on higher value activities;
  - ii. enable CAF members to manage important life and work events on their own (self-service); and
  - iii. provide managers of CAF members with the tools (portal) to accomplish their key HR tasks.
- d) Makes use, as appropriate, of other DND licensed COTS products; and
- e) Minimizes the number and use of custom-built applications.

Any resulting SI Contractor will perform the following key activities in MPMCT Project Cycle 3 implementation for Releases 2 through 4 of *Guardian*:

- a. Support the activities of the MPMCT Project Management Office (PMO) by identifying the gaps between the MPMCT business requirements and the *Guardian* Release 1 solution capabilities;

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- b. Participate as an active member of an Integrated Project Team working hand-in-hand with DND/CAF business, project management and technical resources;
- c. Propose, configure, implement and integrate additional MPM/HR components and/or tools to meet the residual MPMCT Project requirements that will not be satisfied as part of the initial upgrade of the existing HRMS PeopleSoft 7.5 platform to *Guardian* Release 1;

**10) At page 10 of 30, sub-article 2.4.1:**

**DELETE:**

Jeremy Chapple  
Contracting Authority  
Public Works and Government Services Canada  
Acquisitions Branch  
Phone : 819-956-1004  
Email : [TPSGC.tcgpm-mpmct.PWGSC@tpsgc-pwgsc.gc.ca](mailto:TPSGC.tcgpm-mpmct.PWGSC@tpsgc-pwgsc.gc.ca)

**REPLACE BY:**

Jeremy Chapple  
Contracting Authority  
Public Works and Government Services Canada  
Acquisitions Branch  
Phone : 819-420-2226  
Email : [TPSGC.tcgpm-mpmct.PWGSC@tpsgc-pwgsc.gc.ca](mailto:TPSGC.tcgpm-mpmct.PWGSC@tpsgc-pwgsc.gc.ca)

**ALL OTHER TERMS AND CONDITIONS OF THE ITQ REMAIN UNCHANGED.**