

Solicitation 24062-17-158
Questions and Answers

Q.1 Regarding point-rated evaluation criterion # R1:

If we understand correctly, the evaluation grid states that up to 2 projects will be evaluated. For sake of illustration, in order to garner the maximum points, i.e., 40 points per project reference, the bidder would need to comply on #4 a) and b) for 2 separate projects.

4. a) Developed job evaluation plans or job evaluation tools for each of 9 to 10 occupational groups that included: i) conceptual modeling, ii) element weighting, and iii) level analysis (20 points)

AND/OR

4. b) Developed compensation structural designs for each of 9 to 10 occupational groups that considered: i) compensation policy / framework and ii) internal and external relativities (20 points)

The terminology of “each of” 9-10 occupational groups is not clear.

Does this mean that a single job evaluation project under 4a) or a single compensation modelling project under 4b) must have included 9 to 10 occupational groups? It seems unlikely that a single given project would cover this scope, and even more unlikely that there be a second project.

Or does this mean that the bidder needs to demonstrate that they have worked on initiatives that cover a) and b) for projects totaling 9 to occupational groups?

A.1 It means that a single job evaluation project under 4a) or a single compensation structural design project under 4b) must have included 9 to 10 occupational groups.

Q.2 Clarification on the alignment of the following statements “up to 2 projects will be evaluated” and “the AND/OR statements” throughout a single point-rated criterion. For illustration purpose, let’s look at point-rated evaluation criterion # R3 as follows:

Developed change management and/or change leadership strategies regarding: 1. labour relations / bargaining agent / employee representative issues (10 points); AND/OR 2. implementation of new job evaluation plans or job evaluation tools (10 points); AND/OR 3. the impact of compensation-related and occupational group related changes on employees (10 points)

Does this mean that a project #1 needs to meet 1, 2 and 3 **and** Project #2 needs to meet 1, 2 & 3 for maximum points – so total of 2 projects across all 3 sub-criteria?

OR

Does it mean that for each of the sub sections of #1, 2 and 3, that 2 projects can be evaluated? i.e., a total of 6 projects can be put forward?

A.2 A maximum of 2 projects will be evaluated; each one will be evaluated against the three sub-sections for a maximum of 60 points.

Q.3 Under point-rated evaluation criterion # R5 that seeks a university degree, does the Crown want a copy of the degree for the proposed consultant(s) or is this a requirement that the Crown will verify upon request?

A.3 The Crown is requesting a copy of the degree.