

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 in 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.

Q.4 In regards to the subject solicitation, could the Crown please revisit the experience requirements for the mandatory and point-rated requirements (evaluation criteria) for the previous work experience timeframes. The reason would be to include consultants who have a vast experience and valuable historical knowledge for this project. It is recommended that the work experience timeframes be extended to more than twenty (20) years in order to include consultants who have the experience and historical knowledge required to attain positive and effective results for the development of Classification Standards within the Federal Government.

Some of the current Classification Standards Development date back as far as 50 years (one example is the AS standard developed in 1965 that is currently used).

Classification Standards Development is as follows: (as stated in the PMM Vol 3 dated 21-09-1992)

1960 - 4 standards

1970 - 12 standards

1980 - 45 Standards

1990 - 9 Standards

The consultants with the vast experience have worked with these Classification Standards and have the knowledge required to address problems that exist.

A.4 The work experience timeframes requested in the RFP will not be changed.

Q.5 Regarding the point-rated criteria, it would appear that the total possible points are 230 vs. the 200 cited in the table. Can the Crown please clarify, so that bidders can estimate whether they can meet the pass mark.

A.5 Total score from point-rated criteria is 230 points with a 60% pass-mark of 138 points.