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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

National Master Standing Offer (NMSO)

Offre à commandes principale et nationale (OCPN)

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

THIS DOCUMENT CONTAINS A SECURITY REQUIREMENT.

Vendor/Firm Name and Address

**Raison sociale et adresse du
fournisseur/de l'entrepreneur**

Issuing Office - Bureau de distribution

Business Management and Consulting Services
Division / Division des services de gestion des
affaires et de consultation
11 Laurier St. / 11, rue Laurier
10C1, Place du Portage
Gatineau, Québec K1A 0S5

Title - Sujet Investigative Services	
Solicitation No. - N° de l'invitation E60ZG-180493/A	Date 2017-12-13
Client Reference No. - N° de référence du client 20180493	Amendment No. - N° modif. 001
File No. - N° de dossier 424zg.E60ZG-180493	CCC No./N° CCC - FMS No./N° VME
GETS Reference No. - N° de référence de SEAG PW-\$\$ZG-424-32025	
Date of Original Request for Standing Offer Date de la demande de l'offre à commandes originale 2017-12-05	
Solicitation Closes - L'invitation prend fin at - à 02:00 PM on - le 2018-01-30	
Address Enquiries to: - Adresser toutes questions à: Rocque, Anne-Élise	Buyer Id - Id de l'acheteur 424zg
Telephone No. - N° de téléphone (873) 469-3947 ()	FAX No. - N° de FAX (819) 956-2675
Delivery Required - Livraison exigée	
Destination - of Goods, Services, and Construction: Destination - des biens, services et construction:	
Security - Sécurité 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

Acknowledgement copy required	Yes - Oui	No - Non
Accusé de réception requis	<input type="checkbox"/>	<input type="checkbox"/>
The Offeror hereby acknowledges this revision to its Offer. Le proposant constate, par la présente, cette révision à son offre.		
Signature	Date	
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)		
For the Minister - Pour le Ministre		

Amendment #001

Request for Standing Offers (RFSO), Investigative Services, Harassment Complaints, Disclosures of Wrongdoing, Work Place Violence.

The purpose of this amendment is to provide the following Questions and Answers and amend the solicitation as follows.

PART A - QUESTIONS AND ANSWERS

QUESTION 001

I see the closing date is 16 January – is there any thought to an extension on the date? Here at our office, we already have granted extensive vacations over this period and the others will be taking on added work already to cover for those vacations. There is a total shutdown of almost two weeks right in the middle for Christmas and New Years. This closing date will be impossible to hit if this RFP is at all complicated. This is a very difficult time of year to attempt to properly complete a comprehensive RFP.

ANSWER 001

The closing date has been changed, please see page 1 of the RFSO amendment.

QUESTION 002

I would appreciate answers to the following questions as soon as humanly possible, particularly considering the divergence of the requirements of the present Request for Standing Offer from the past.

I note that most of our investigators (including myself) who have been working under the NMSO for many many years, with a firm that has an excellent reputation across the Public Service, would not at present, meet the new Mandatory Training requirements (MT A2), depending on the time requirements for these “courses/training/workshops”!

The following are my questions:

- a) The RFSO is silent on the length of time for the “Mandatory Training” (MT A2). If there is a minimum length of time for these courses, please indicate this immediately.
- b) For those suppliers who are only interested in applying to the Harassment Stream, we fail to see the relevance, Under RT A2 of “Audit training, anti-corruption, occupational health and safety training, mental health issues, self-management, and principle [sic] of ethical reasoning”. Will you reconsider adding (back) the following categories that relate to harassment, which forms and will continue to form the bulk of the investigations required under the Standing Offer: “Harassment Investigative Techniques, Human Rights, Labour Laws, Investigative Techniques – General and Communication Skills”?
- c) The RFSO is silent on the length of time for “Relevant Training” (RT A2). If there is a minimum length of time for these courses, please indicate this immediately.

ANSWER 002

- a) There is no minimum length of time specified with respect to the Mandatory Training criteria established under MTA2, MTB2 and MTC2.
- b) The areas of relevant training identified under RTA2, RTB2 and RTC2 are generic and apply to the three streams. They are not mandatory. “Harassment Investigative Techniques, Human Rights, Labour Laws, Investigative Techniques – General and Communication Skills” are covered under the mandatory training requirements or under the relevant training fields.

c) Same as a) above.

QUESTION 003

It is indicated in the above-noted RFP that soft copies of documents be provided on a CD. Would it be possible to provide instead the requested documents on a USB Key rather than on a CD?

ANSWER 003

Yes, soft copy on a CD or USB key will be accepted. Please refer to changes made to section 3.1 Offer Preparation Instructions of the RFSO amendment.

QUESTION 004

a) I have now noticed that while page 1 of the RFSO indicates to contact Anne-Elise Rocque for inquiries, the RFSO indicates, on page 39 of 52 that in fact Roxane Baker is the Standing Offer Authority. Could you please clarify?

b) Also, with respect to the response from Ms. Rocque, below, I would like to know what the PSPC service standard is for the turnaround on answers to questions arising from this RFSO – in other words, the number of days (maximum) that we can expect to have to wait for responses to questions.

ANSWER 004

a) As stated in section 2.4 Enquiries - Request for Standing Offers, "All enquiries must be submitted in writing to the Standing Offer Authority indicated on page 1 of the Request for Standing Offers" therefore, all enquiries must be sent to Anne-Elise Rocque. Roxane Baker will only later be the point of contact in regards to the management of the Standing Offer.

b) Enquiries related to the Request for Standing Offers are answered as soon as possible using the judgment, best time and effort from Canada. Also, please notice that we extended the solicitation period (refer to Q1).

QUESTION 005

a) For MTA2, MTB2 and MTC2, it is asking for the proposed resource to have facilitated OR completed at a min. of courses, training, workshops in three following areas:

Administrative Investigations Techniques
Canadian Human Rights Law
Relevant Canadian Labour Law and Employment Law

This is limiting the amount of Investigators that will have all three areas. Therefore, could you accept consultants who have completed courses, training or workshops for any of these three type of courses?

b) Has a firm been delivering these services within the last 5 years? If yes, which firm and what was the level of effort and contract value?

ANSWER 005

- a) Please see the revised criteria for the mandatory training under MTA2, MTB2 and MTC2.
- b) The current Standing Offer only contains the “stream” for Harassment. Therefore there is no comparable data.

PART B – MODIFICATIONS TO RFSO

ITEM 1) On cover page of RFSO, Solicitation Closes:

DELETE: 2018-01-16

INSERT: 2018-01-30

ITEM 2) PART 3 - OFFER PREPARATION INSTRUCTIONS, 3.1 Offer Preparation Instructions:

DELETE:

Canada requests that offerors provide their offer in separately bound sections as follows:

Section I: Technical Offer 3 hard copies, and 1 soft copy on a CD.

Section II: Financial Offer 1 hard copy, and 1 soft copy on a separate CD.

Section III: Certifications 1 soft copy on a CD.

Section IV: Additional Information 1 soft copy on a CD.

INSERT:

Canada requests that offerors provide their offer in separately bound sections as follows:

Section I: Technical Offer 3 hard copies, and 1 soft copy on a CD or USB Key.

Section II: Financial Offer 1 hard copy, and 1 soft copy on a separate CD or USB Key.

Section III: Certifications 1 soft copy on a CD or USB Key.

Section IV: Additional Information 1 soft copy on a CD or USB Key.

ITEM 3) PART 2 - OFFEROR INSTRUCTIONS, 2.4 Enquiries - Request for Standing Offers

DELETE:

All enquiries must be submitted in writing to the Standing Offer Authority indicated on page 1 of the Request for Standing Offers, no later than 7 calendar days before the Request for Standing Offers (RFSO) closing date. Enquiries received after that time may not be answered.

INSERT:

All enquiries must be submitted in writing to the individual named in the “Address Enquiries to:” field indicated on page 1 of the Request for Standing Offers, no later than 7 calendar days before the Request for Standing Offers (RFSO) closing date. Enquiries received after that time may not be answered.

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ITEM 4) ATTACHMENT 1 to Part 4, TECHNICAL EVALUATION CRITERIA FOR INVESTIGATIVE SERVICES

DELETE AND REPLACE WITH THE FOLLOWING:

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ATTACHMENT 1 to Part 4

TECHNICAL EVALUATION CRITERIA FOR INVESTIGATIVE SERVICES

Stream 1 - Harassment Complaints Stream 2 - Disclosures of Wrongdoing Stream 3 - Work Place Violence

GENERAL INSTRUCTIONS APPLY TO ALL STREAMS:

- An Offeror and/or their resource(s) may qualify for one, two or three streams.
- For validation purposes, PWGSC reserves the right to contact references provided in the Offer.
- Each resource identified in the Offer will be evaluated on their own merit.

Mandatory Technical Criteria:

- The Offer must meet the Mandatory Technical Criteria (MT) of the stream for which a resource is being proposed.
- The Offer which fails to meet the Mandatory Technical Criteria (MT) will be declared non-responsive.
- Each mandatory technical criterion should be addressed separately.

Point Rated Technical Criteria:

- The Offer which meets all the Point Rated Technical Criteria (RT) will be evaluated and scored as specified below.
- The Offer which fails to obtain the required minimum number of points specified will be declared non-responsive.
- Each point rated technical criterion should be addressed separately.

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STREAM 1 – HARASSMENT COMPLAINTS

4.1.1.1 Mandatory Technical Criteria (MT)

(A) HARASSMENT COMPLAINTS			
	DESCRIPTION	MET/NOT MET	DETAILS, CROSS REFERENCE TO PROPOSAL
MTA1	<p>In order to provide investigative services relating to complaints of harassment, the Offer must meet the mandatory technical criteria specified below.</p> <p>MANDATORY EXPERIENCE: The Offer must demonstrate that, within the last ten (10) years, each proposed resource has completed a minimum of five (5) Projects of Investigative Services as lead, sole investigator or as co-investigator relating to harassment in the workplace, in either the private or public sector.</p> <p>In order for a project to be evaluated, the Offer must include as a minimum, the following information:</p> <ol style="list-style-type: none"> Duration of the project (start date to completion date); Nature of the investigation (brief description); Description of the resource's role (brief description of the responsibilities and duties involved in completing the project); and Name of the client (public or private sector entity) and project authority name. <p>The Offer should include current telephone number and/or e-mail address of the project authority, if available.</p>		
MTA2	<p>MANDATORY TRAINING: The Offer must demonstrate that, each proposed resource has facilitated or completed at a minimum courses/training/workshops in two out of the three following areas:</p> <ol style="list-style-type: none"> Administrative Investigative Techniques; Canadian Human Rights Law; Relevant Canadian Labour Law and Employment Law, including the Canada Labour Code Part II. 		

	Proof of training must be submitted with the Offer (copies of Degrees, Diplomas, Certificates, etc.).		
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4.1.1.2 Point Rated Technical Criteria (RT)

(A) HARASSMENT COMPLAINTS			
RTA1. RELEVANT EXPERIENCE	POINTS ALLOCATED	SCORE	
The Offer should demonstrate that, within the last ten (10) years , each proposed resource has completed additional Investigative Services Projects as lead, sole investigator or as co-investigator relating to harassment in the workplace, in either the private or public sector. These projects must be <u>over and above</u> those listed in MTA1 .			
• Two projects	30		
• Three projects	40		
• Four projects	50		
• Five projects	70		
• Six or more projects	90		
In order for a project to be evaluated, the Offer should include as a minimum, the following information: a) Duration of the Project (start date to completion date); b) Nature of the investigation (brief description); c) Description of the offeror's role (brief description of the responsibilities & duties involved in completing the project); and d) Name of the client (public or private sector entity) and project authority name.			
The Offer should include current telephone number and/or e-mail address of the project authority, if available.			
	Maximum points	90	

**THE FOLLOWING POINT RATED CRITERIA APPLIES TO ALL STREAMS.
THIS SECTION NEEDS TO BE COMPLETED ONLY ONCE FOR EACH RESOURCE.**

RTA2. RELEVANT TRAINING	POINTS ALLOCATED	SCORE
<p>The Offer should demonstrate, for each proposed resource which courses/training/workshops were facilitated or completed from the following areas:</p> <p>3 points for each course/training/workshop.</p> <p>These courses/training/workshops must be <u>over</u> and <u>above</u> those listed in MTA2.</p>		
<ul style="list-style-type: none"> • Legal Training 	3	
<ul style="list-style-type: none"> • Arbitration 	3	
<ul style="list-style-type: none"> • Alternative dispute resolution/mediation 	3	
<ul style="list-style-type: none"> • Cross-cultural & Diversity Issues 	3	
<ul style="list-style-type: none"> • Counselling/coaching 	3	
<ul style="list-style-type: none"> • Sociology 	3	
<ul style="list-style-type: none"> • Industrial Psychology 	3	
<ul style="list-style-type: none"> • Principles of ethical reasoning 	3	
<ul style="list-style-type: none"> • Self-management 	3	
<ul style="list-style-type: none"> • Mental health issues 	3	
<ul style="list-style-type: none"> • Occupational Health and Safety / Violence Prevention 	3	
<ul style="list-style-type: none"> • Anti-corruption 	3	
<ul style="list-style-type: none"> • Audit training 	3	
<p>Proof of training must be submitted with the Offer (copies of Diplomas, Certificates, etc.).</p>		
<p style="text-align: right;">Maximum points:</p>	39	

RTA3. FORMAL EDUCATION	POINTS ALLOCATED	SCORE
Highest level of education achieved for each proposed resource:		
College/CEGEP	15	
Bachelor	20	
Master	25	
PhD	30	
Maximum points:	30	
Proof of education must be submitted with the Offer (copies of Degrees, Diplomas, Certificates, etc.).		
RTA4. PROFESSIONAL DESIGNATION/LICENCE	POINTS ALLOCATED	SCORE
Professional Designation/Licence obtained for each proposed resource.		
10 points for each professional designation, accreditation or licence in any of the following fields to a maximum of 30 points:		
<ul style="list-style-type: none"> • Private investigations 		
<ul style="list-style-type: none"> • Administration 		
<ul style="list-style-type: none"> • Management 		
<ul style="list-style-type: none"> • Human Resource 		
<ul style="list-style-type: none"> • Psychology 		
<ul style="list-style-type: none"> • Social Work 		
<ul style="list-style-type: none"> • Law 		
<ul style="list-style-type: none"> • Engineering 		
<ul style="list-style-type: none"> • Accounting 		
<ul style="list-style-type: none"> • Audit 		
<ul style="list-style-type: none"> • Finance 		

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• Mediation		
Proof of professional designation/license must be provided with the Offer.	30	
Overall maximum points for all four rated technical criteria (RTA1, RTA2, RTA3 and RTA4):	189	
Minimum points required for the Offer to be considered responsive (60%):	113	

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STREAM 2 – DISCLOSURES OF WRONGDOING

4.1.1.1 Mandatory Technical Criteria (MT)

(B) DISCLOSURES OF WRONGDOING		
	DESCRIPTION	MET/NOT MET
MTB1	<p>In order to provide investigative services relating to disclosures of wrongdoing, the Offer must meet the mandatory technical criteria specified below.</p> <p>MANDATORY EXPERIENCE: The Offer must demonstrate that, within the last ten (10) years, each proposed resource has completed a minimum of five (5) Projects of Investigative Services as lead, sole investigator or as co-investigator relating to disclosures of wrongdoing, in either the private or public sector.</p> <p>In order for a project to be evaluated, the Offer must include as a minimum, the following information:</p> <ul style="list-style-type: none"> a) Duration of the project (start date to completion date); b) Nature of the investigation (brief description); c) Description of the resource's role (brief description of the responsibilities and duties involved in completing the project); and d) Name of the client (public or private sector entity) and project authority name. <p>The Offer should include current telephone number and/or e-mail address of the project authority, if available.</p>	
MTB2	<p>MANDATORY TRAINING: The Offer must demonstrate that, each proposed resource has facilitated or completed at a minimum courses/training/workshops in two out of the three following areas:</p> <ul style="list-style-type: none"> 1) Administrative Investigative Techniques; 2) Canadian Human Rights Law; 3) Relevant Canadian Labour Law and Employment Law. <p>Proof of training must be submitted with the Offer (copies of Degrees, Diplomas, Certificates, etc.).</p>	
	DETAILS, CROSS REFERENCE TO PROPOSAL	

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4.1.1.2 Point Rated Technical Criteria (RT)

(B) DISCLOSURES OF WRONGDOING		
RTB1. RELEVANT EXPERIENCE	POINTS ALLOCATED	SCORE
<p>The Offer should demonstrate that, within the last ten (10) years, each proposed resource has completed additional Investigative Services Projects as lead, sole investigator or as co-investigator relating to disclosures of wrongdoing, in either the private or public sector.</p> <p>These projects must be <u>over</u> and <u>above</u> those listed in MTB1.</p> <ul style="list-style-type: none"> • Two projects • Three projects • Four projects • Five projects • Six or more projects 	30	
<p>In order for a project to be evaluated, the Offer must include as a minimum, the following information:</p> <ul style="list-style-type: none"> a) Duration of the project (start date to completion date); b) Nature of the investigation (brief description); c) Description of the resource's role (brief description of the responsibilities and duties involved in completing the project); and d) Name of the client (public or private sector entity) and project authority name. <p>The Offer should include current telephone number and/or e-mail address of the project authority, if available.</p>	40	
	50	
	70	
	90	
	90	

**THE FOLLOWING POINT RATED CRITERIA APPLIES TO ALL STREAMS.
THIS SECTION NEEDS TO BE COMPLETED ONLY ONCE FOR EACH RESOURCE.**

RTB2. RELEVANT TRAINING	POINTS ALLOCATED	SCORE
<p>The Offer should demonstrate, for each proposed resource which courses/training/workshops were facilitated or completed from the following areas: 3 points for each course/training/workshop.</p>		
<p>These courses/training/workshops must be <u>over and above</u> those listed in MTB2.</p>		
<ul style="list-style-type: none"> • Legal Training 	3	
<ul style="list-style-type: none"> • Arbitration 	3	
<ul style="list-style-type: none"> • Alternative dispute resolution/mediation 	3	
<ul style="list-style-type: none"> • Cross-cultural & Diversity Issues 	3	
<ul style="list-style-type: none"> • Counselling/coaching 	3	
<ul style="list-style-type: none"> • Sociology 	3	
<ul style="list-style-type: none"> • Industrial Psychology 	3	
<ul style="list-style-type: none"> • Principles of ethical reasoning 	3	
<ul style="list-style-type: none"> • Self-management 	3	
<ul style="list-style-type: none"> • Mental health issues 	3	
<ul style="list-style-type: none"> • Occupational Health and Safety / Violence Prevention 	3	
<ul style="list-style-type: none"> • Anti-corruption 	3	
<ul style="list-style-type: none"> • Audit training 	3	
<p>Proof of training must be submitted with the Offer (copies of Degrees, Diplomas, Certificates, etc.).</p>		
<p>Maximum points:</p>	39	

RTB3. FORMAL EDUCATION	POINTS ALLOCATED	SCORE
Highest level of education achieved for each proposed resource:		
College/CEGEP	15	
Bachelor	20	
Master	25	
PhD	30	
Maximum points:	30	
Proof of education must be submitted with the Offer (copies of Degrees, Diplomas, Certificates, etc.).		
RTB4. PROFESSIONAL DESIGNATION/LICENCE	POINTS ALLOCATED	SCORE
Professional Designation/Licence obtained for each proposed resource.		
10 points for each professional designation, accreditation or licence in any of the following fields to a maximum of 30 points:		
• Private investigations		
• Administration		
• Management		
• Human Resource		
• Psychology		
• Social Work		
• Law		
• Engineering		
• Accounting		
• Audit		
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• Mediation		
Maximum points:	30	
Proof of professional designation/license must be provided with the Offer.		
Overall maximum points for all four rated technical criteria (RTB1, RTB2, RTB3 and RTB4):	189	
Minimum points required for the Offer to be considered responsive (60%):	113	

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4.1.1.1 Mandatory Technical Criteria (MT)

STREAM 3 – WORK PLACE VIOLENCE

(C) WORK PLACE VIOLENCE			
	DESCRIPTION	MET/NOT MET	DETAILS, CROSS REFERENCE TO PROPOSAL
MTC1	<p>In order to provide investigative services relating to incidents of work place violence, the offer must meet the mandatory technical criteria specified below.</p> <p>MANDATORY EXPERIENCE: The Offer must demonstrate that, within the last ten (10) years, each proposed resource has completed a minimum of five (5) Projects of Investigative Services as lead, sole investigator or as co-investigator relating to work place violence, in either the private or public sector.</p> <p>In order for a project to be evaluated, the Offer must include as a minimum, the following information:</p> <ul style="list-style-type: none"> a) Duration of the project (start date to completion date); b) Nature of the investigation (brief description); c) Description of the resource's role (brief description of the responsibilities and duties involved in completing the project); and d) Name of the client (public or private sector entity) and project authority name. <p>The Offer should include current telephone number and/or e-mail address of the project authority, if available.</p>		
MTC2	<p>MANDATORY TRAINING: The Offer must demonstrate that, each proposed resource has facilitated or completed at a minimum courses/training/workshops in relevant Labour Law and Employment Law in Canada, including the Canada Labour Code Part II and one out of the two following areas:</p> <ul style="list-style-type: none"> 1) Administrative Investigative Techniques; 2) Canadian Human Rights Law. <p>Proof of training must be submitted with the Offer (copies of Degrees, Diplomas, Certificates, etc.).</p>		

4.1.1.2 Point Rated Technical Criteria (RT)

(C) WORK PLACE VIOLENCE		
RTC1. RELEVANT EXPERIENCE	POINTS ALLOCATED	SCORE
<p>The Offer should demonstrate that, within the last ten (10) years, each proposed resource has completed additional Investigative Services Projects as lead, sole investigator or as co-investigator relating to work place violence, in either the private or public sector.</p> <p>These projects must be <u>over and above</u> those listed in MTC1.</p> <ul style="list-style-type: none"> • Two projects • Three projects • Four projects • Five projects • Six or more projects 	<p>30</p> <p>40</p> <p>50</p> <p>70</p> <p>90</p>	
<p>In order for a project to be evaluated, the Offer must include as a minimum, the following information:</p> <ul style="list-style-type: none"> a) Duration of the project (start date to completion date); b) Nature of the investigation (brief description); c) Description of the resource's role (brief description of the responsibilities and duties involved in completing the project); and d) Name of the client (public or private sector entity) and project authority name. <p>The Offer should include current telephone number and/or e-mail address of the project authority, if available.</p>	90	
Maximum points		90

**THE FOLLOWING POINT RATED CRITERIA APPLIES TO ALL STREAMS.
THIS SECTION NEEDS TO BE COMPLETED ONLY ONCE FOR EACH RESOURCE.**

RTC2. RELEVANT TRAINING	POINTS ALLOCATED	SCORE
<p>The Offer should demonstrate, for each proposed resource which courses/training/workshops were facilitated or completed from the following areas: 3 points for each course/training/workshop.</p>		
<p>These courses/training/workshops must be <u>over and above</u> those listed in MTC2.</p>		
<ul style="list-style-type: none"> • Legal Training 	3	
<ul style="list-style-type: none"> • Arbitration 	3	
<ul style="list-style-type: none"> • Alternative dispute resolution/mediation 	3	
<ul style="list-style-type: none"> • Cross-cultural & Diversity Issues 	3	
<ul style="list-style-type: none"> • Counselling/coaching 	3	
<ul style="list-style-type: none"> • Sociology 	3	
<ul style="list-style-type: none"> • Industrial Psychology 	3	
<ul style="list-style-type: none"> • Principles of ethical reasoning 	3	
<ul style="list-style-type: none"> • Self-management 	3	
<ul style="list-style-type: none"> • Mental health issues 	3	
<ul style="list-style-type: none"> • Occupational Health and Safety / Violence Prevention 	3	
<ul style="list-style-type: none"> • Anti-corruption 	3	
<ul style="list-style-type: none"> • Audit training 	3	
<p>Proof of training must be submitted with the Offer (copies of Degrees, Diplomas, Certificates, etc.).</p>		
<p>Maximum points:</p>	39	

RTC3. FORMAL EDUCATION	POINTS ALLOCATED	SCORE
Highest level of education achieved for each proposed resource:		
College/CEGEP	15	
Bachelor	20	
Master	25	
PhD	30	
Maximum points:	30	
Proof of education must be submitted with the Offer (copies of Degrees, Diplomas, Certificates, etc.).		
RTC4. PROFESSIONAL DESIGNATION/LICENCE	POINTS ALLOCATED	SCORE
Professional Designation/Licence obtained for each proposed resource.		
10 points for each professional designation, accreditation or licence in any of the following fields to a maximum of 30 points:		
• Private investigations		
• Administration		
• Management		
• Human Resource		
• Psychology		
• Social Work		
• Law		
• Engineering		
• Accounting		
• Audit		
• Finance		

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• Mediation		
Proof of professional designation/license must be provided with the Offer.	30	
Overall maximum points for all four rated technical criteria (RTC1, RTC2, RTC3 and RT4):	189	
Minimum points required for the Offer to be considered responsive (60%):	113	

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