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Place du Portage, Phase III
Core 0B2 / Noyau 0B2
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
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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 2017-12-21
Client Reference No. - N° de référence du client 20180493	Amendment No. - N° modif. 003
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	
Time Zone Fuseau horaire Eastern Standard Time EST	
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		

Solicitation No. - N° de l'invitation
E60ZG-180493/A
Client Ref. No. - N° de réf. du client
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Amendment #003**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 012

With regard to requirement MTA2, part three, would facilitating training on Ontario labour law legislation, including Bill 168 - Violence in the Workplace, meet this requirement for relevant Canadian Labour Law and Employment Law?

ANSWER 012

Please note that MTA2 was revised. 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. Knowledge of the Canada labour Code Part II and the Canada Occupational Health and Safety Regulations Part XX-Violence Prevention in the Work Place is required to meet this criteria.

QUESTION 013

Why is harassment investigation training no longer a requirement for MTA2 for the harassment investigation stream? Should it not be? It was previously a mandatory requirement.

ANSWER 013

"Harassment investigation" training is covered in a broader sense under "1) Administrative investigation techniques" at Mandatory Training MTA2.

QUESTION 014

With regard to requirement RTA2, if a person has facilitated multiple training courses in, for example, cross-cultural and diversity issues, would points be awarded for each course, to a maximum of 39?

ANSWER 014

No, multiple training in one area will account for 3 points.

QUESTION 015

Why is harassment training or harassment investigation training not included in the list for RTA2, at least for the harassment stream?

ANSWER 015

That is not the purpose of evaluation criteria RTA2. "Harassment investigation" training is covered in a broader sense under "1) Administrative investigation techniques" under Mandatory Training (MTA2).

Solicitation No. - N° de l'invitation
E60ZG-180493/A
Client Ref. No. - N° de réf. du client
E60ZG-180493

Amd. No. - N° de la modif.
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File No. - N° du dossier
424zg. E60ZG-180493

Buyer ID - Id de l'acheteur
424zg
CCC No./N° CCC - FMS No./N° VME

QUESTION 016

What equivalencies will you consider to meet requirement RTA4, professional designation, accreditation or license? For example a person who had significant experience in mediation, prior to any certification being offered and who has since left the practice, would appear to receive no points for this experience but a person with an engineering degree would receive ten points. I would suggest that although unintentional, the failure to offer equivalencies would make the process vulnerable to accusations of “credentialism”.

Extensive mediation experience, which is relevant to conducting harassment investigations, appears not to be valued, according to the current matrix, while engineering or accounting, neither closely related, is valued.

It would seem reasonable then that extensive experience in a field, directly related to the NMSO, prior to any designation or accreditation being established, should also be considered relevant.

I understand that it would be administratively onerous to consider equivalencies, but in order to be fair and equitable, it should be done.

ANSWER 016

No equivalency will be considered.

QUESTION 017

Will travel and living expenses be paid for work conducted beyond the locations listed in Column 3 of Attachment 2 to part 3?

ANSWER 017

Yes, if the conditions in Annex B, Basis of Payment, 2.0 Cost Reimbursable Expenses, 2.1 Authorized travel are met.

PART B – MODIFICATIONS TO RFSO

For Items 1 – 4, refer to previous solicitation amendments.

ITEM 5) AT MTC2 - MANDATORY TRAINING

DELETE:

“**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:**”

- 1) Administrative Investigative Techniques;
- 2) Canadian Human Rights Law.

Proof of training must be submitted with the Offer (copies of Degrees, Diplomas, Certificates, etc.)”

Solicitation No. - N° de l'invitation
E60ZG-180493/A
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INSERT:

“MANDATORY TRAINING: The Offer must demonstrate that, each proposed resource has **facilitated or completed** at a minimum courses/training/workshop in relevant Labour Law and Employment Law in Canada, including the Canada Labour Code Part II and the **Canada Occupational Health and Safety Regulations Part XX-Violence Prevention in the Work Place,** and one out of the two following areas:

- 1) Administrative Investigative Techniques;
- 2) Canadian Human Rights Law.

Proof of training must be submitted with the Offer (copies of Degrees, Diplomas, Certificates, etc.).”

ITEM 6) French version only, change to TCC1 Pratique Pertinente.