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**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

<b>Title - Sujet</b> Investigative Services	
<b>Solicitation No. - N° de l'invitation</b> E60ZG-180493/A	<b>Date</b> 2018-01-09
<b>Client Reference No. - N° de référence du client</b> 20180493	<b>Amendment No. - N° modif.</b> 005
<b>File No. - N° de dossier</b> 424zg.E60ZG-180493	<b>CCC No./N° CCC - FMS No./N° VME</b>
<b>GETS Reference No. - N° de référence de SEAG</b> PW-\$\$ZG-424-32025	
<b>Date of Original Request for Standing Offer</b> Date de la demande de l'offre à commandes originale	
2017-12-05	
<b>Solicitation Closes - L'invitation prend fin</b> <b>at - à 02:00 PM</b> <b>on - le 2018-01-30</b>	
<b>Time Zone</b> <b>Fuseau horaire</b> Eastern Standard Time EST	
<b>Address Enquiries to: - Adresser toutes questions à:</b> Rocque, Anne-Élise	<b>Buyer Id - Id de l'acheteur</b> 424zg
<b>Telephone No. - N° de téléphone</b> (873) 469-3947 ( )	<b>FAX No. - N° de FAX</b> (819) 956-2675
<b>Delivery Required - Livraison exigée</b>	
<b>Destination - of Goods, Services, and Construction:</b> <b>Destination - des biens, services et construction:</b>	
<b>Security - Sécurité</b> 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**

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

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.  
005  
File No. - N° du dossier  
424zg. E60ZG-180493

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

## Amendment #005

### 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 029

As a current and long-term holder of an NMSO for investigative services, I would like to add my voice to the many proponents who have raised concerns about the Mandatory Training Requirements outlined in the RFP. I refer specifically to MTA2. Thank you for the amendments to this clause.

Courses specifically related to Human Rights Law, Canada Labour and/or Employment Law are easily obtained by lawyers. For those of us who have come to investigation work via the Human Resources field, our training in these areas is typically obtained as part of another course more directly focused upon how these laws impact Human Resource or Labour Relations work. Consequently, providing a certificate which specifies that these particular topics have been covered during the course is difficult if not impossible. Unintentionally, this requirement does favour members of the legal profession.

As noted by other proponents, investigators work to standards established by Treasury Board policies. Expertise in the relevant law resides with the employer's in-house council and senior Labour Relations Advisors involved in the investigation file. While a knowledge of Human Rights laws and the Canada Labour Code are useful to an investigator, in depth knowledge of same is not required to carry out a thorough and impartial investigation under Treasury Board policies.

As many proponents with extensive experience doing investigation work for the federal government do not have the certifications listed in MTA2, the current mandatory criteria run the risk of eliminating many highly respected investigators. By eliminating them, departments would be deprived of the services of these highly experienced investigators to the serious detriment of all involved.

Given that experience is the best teacher and given that it is a standard practice in hiring situations to permit experiential equivalencies for educational requirements, I request that the RFP be amended as follows:

In lieu of formal training, proponents may substitute five investigations *conducted under Treasury Board policy*. These investigations will be over and above those cited in MTA1 and RTA1.

##### ANSWER 029

MTA2, MTB2, MTC2 will remain as they are in the RFSO. Please see responses to Question 006 and Question 023. Where a course, training or workshop included information about any of the three areas of training identified in MTA2, MTB2, MTC2, this would be considered acceptable upon proof being provided (e.g. an attestation letter with signature on the bottom). **A self-attestation letter will be accepted as proof of the facilitated/completed courses, training or workshops.**

#### PART B – MODIFICATIONS TO RFSO

There is no change with this amendment.