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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**

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Business Management and Consulting Services  
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11 Laurier St. / 11, rue Laurier  
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Gatineau, Québec K1A 0S5

<b>Title - Sujet</b> Investigative Services	
<b>Solicitation No. - N° de l'invitation</b> E60ZG-180493/A	<b>Date</b> 2018-01-30
<b>Client Reference No. - N° de référence du client</b> 20180493	<b>Amendment No. - N° modif.</b> 010
<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> 2017-12-05	
<b>Date de la demande de l'offre à commandes originale</b>	
<b>Solicitation Closes - L'invitation prend fin</b> <b>at - à 02:00 PM</b> <b>on - le 2018-02-07</b>	
<b>Time Zone</b> Fuseau horaire 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> (613) 858-8698 ( )	<b>FAX No. - N° de FAX</b> ( ) -
<b>Delivery Required - Livraison exigée</b>	
<b>Destination - of Goods, Services, and Construction:</b> <b>Destination - des biens, services et construction:</b> Department of Public Works and Government Services Canada Les Terrasses de la Chaudière 10 Wellington, 5th Floor Gatineau, Quebec Canada K1A 0H4	
<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>		

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010  
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424zg  
CCC No./N° CCC - FMS No./N° VME

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**Amendment #010**

**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.

<b>PART A - QUESTIONS AND ANSWERS</b>
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**QUESTION 046**

My question is in relation to the Mandatory Training.

There have been several previous comments about the requirements which favour formal training over experience.

Just for an example, I worked for the federal Labour Program for 4 years. I participated in managing the work of inspectors under Part 2 and Part 3 of the Canada Labour Code. However, I never formally took a course or gave a course on the Canada Labour Code, although I knew it well since my job required it. Therefore my experience does not count for this RFSO.

My Associates and I have been doing investigations under the Standing Offer for over 20 years and have kept up to date on changes in the policy and jurisprudence, but we will have difficulty meeting the requirement for formal training.

Could this be reconsidered, as requested by other people applying?

**ANSWER 046**

No. MTA2, MTB2 and MTC2 remain unchanged

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**QUESTION 047**

Our firm currently holds an Organizational Document Screening and IT processing security rating from the Industrial Security Directorate, attached to the previous standing offer for harassment investigation. Is it necessary to obtain new clearances or will these transfer to the new Standing Offer?

Our personal security clearances extend until 2026 and so presumably would be acceptable?

**ANSWER 047**

Please refer to Part 6, Article 6.1 Security Requirements of the RFSO.

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**QUESTION 048**

MT1 and RT1 are both asking for experience "within the last ten (10 years)". Would the Crown considering removing the ten year limitation? We have a career HR professional who spent over 30 years in the federal public service. Early in her career she began to specialize in the labour relations developing a deep expertise in operational and corporate staff relations, alternative dispute, occupational health and safety and investigations in a number of federal government departments and at the Treasury Board Secretariat . Our resource retired from the public service in 2016, an area that she wanted to bring her significant labour relations expertise to in the conduct of workplace investigations. Having been involved in many investigations and the recipient of investigation reports (as an investigator and executive

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overseeing investigations), she has a deep understanding and appreciation of the impact these reports have on the parties' lives and how important it is that investigations be completed by trained, qualified investigators. Would the Crown consider removing the 10 year limitation so that senior investigative resources can demonstrate the breadth and depth of their experience? Our resource also has recent and formal training in investigations to ensure she has the necessary recent formal training while taking on investigation projects.

**ANSWER 048**

No, MT1 and RT1 remains unchanged for the three streams.

<b>PART B – MODIFICATIONS TO RFSO</b>
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There is no change is this modification.