

RETURN BIDS TO:
RETOURNER LES SOUMISSIONS À:
Bid Receiving - PWGSC / Réception des
soumissions - TPSGC
Place du Portage, Phase III
Core 0B2 / Noyau 0B2
11 Laurier St./11, rue Laurier
Gatineau
Québec
K1A 0S5
Bid Fax: (819) 997-9776

**Invitation to Qualify/
Invitation à se qualifier**

Title - Sujet "HRP-RHP" ITQ - Gate 1 - HR and Pay Next Gen		
Solicitation No. - N° de l'invitation 24062-190560/B -	Amendment 1	Date 2018-10-18
Client Reference No. - N° de référence du client 24062-190560		GETS Ref. No. - N° de réf. de SEAG 24062-190560
File No. - N° de dossier 682xe.24062-190560	CCC No./N° CCC - FMS No./N° VME	
Solicitation Closes - L'invitation prend fin at - à 02:00 PM on - le 2018-11-13		Time Zone Fuseau horaire Heure Normale de l'est (EST)
F.O.B. - F.A.B. Plant-Usine: <input type="checkbox"/> Destination: <input type="checkbox"/> Other-Autre: <input type="checkbox"/>		
Address Enquiries to: - Adresser toutes questions à: Pelchat, Marco		Buyer Id - Id de l'acheteur 682xe
Telephone No. - N° de téléphone (819) 665-7128 ()		FAX No. - N° de FAX () -
Destination - of Goods, Services, and Construction: Destination - des biens, services et construction: Secrétariat Conseil du Trésor du Canada 90 Elgin Ottawa, ON K1A0R3		

Comments - Commentaires

Instructions: See Herein

Instructions: Voir aux présentes

Vendor/Firm Name and Address
Raison sociale et adresse du
fournisseur/de l'entrepreneur

Delivery Required - Livraison exigée Voir aux présentes	Delivery Offered - Livraison proposée
Vendor/Firm Name and Address Raison sociale et adresse du fournisseur/de l'entrepreneur	
Telephone No. - N° de téléphone Facsimile No. - N° de télécopieur	
Name and title of person authorized to sign on behalf of Vendor/Firm (type or print) Nom et titre de la personne autorisée à signer au nom du fournisseur/ de l'entrepreneur (taper ou écrire en caractères d'imprimerie)	
Signature	Date

NOTE FOR INTERESTED SUPPLIERS

This document is not a Bid Solicitation document. This Solicitation Amendment 001 document will serve to provide:

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- 1- Making modifications to the ITQ document
 - 2- Making modifications to the ITQ document Attachment 1
 - 3- Making modifications to the ITQ document Attachment 4
 - 4- The interested suppliers with the questions and answers received following the posting of the initial Questions and Answers document.
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IMPORTANT REMINDER FOR INDUSTRY: To facilitate search for industry all current and future postings related to Stabilizing Phoenix innovations and the HR and Pay Next Generation solution will include “HRP-RHP” in the title. Please note that vendors can subscribe to tender notice updates (RSS, ATOM, e-mail) using the keyword “HRP-RHP”.

1- Modifications to the ITQ documents:

Delete - At title: **Invitation to Qualify for the Procurement Process for HR and Pay Next Generation Solution ITQ – Gate 1**

Insert - At title: HR and Pay Next Generation Solution ITQ – Gate 1

Delete – At: 1.1 a) Suppliers are invited to **pre-qualify** in accordance with the terms and conditions of this ITQ in order to become “Qualified Respondents” for any later phases of the procurement process.

Insert – At: 1.1 a) Suppliers are invited to qualify in accordance with the terms and conditions of this ITQ in order to become “Qualified Respondents” for any later phases of the procurement process.

Delete – At: 1.1 a) Only Qualified Respondents will be permitted to bid on any subsequent solicitation issued as part of the procurement process.

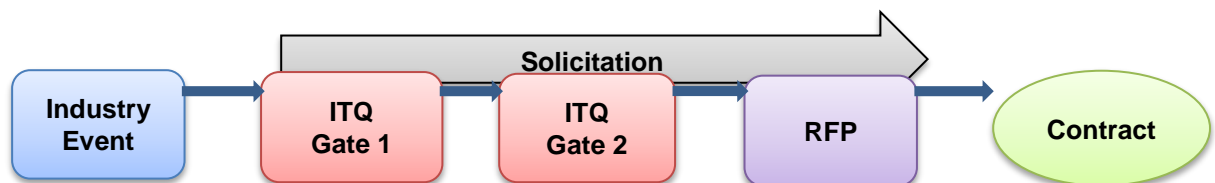
Insert – At: 1.1 a) Only Qualified Respondents will be permitted to bid on any subsequent solicitation **phases** issued as part of the procurement process.

Delete – At: 1.1 b) The **anticipated** multi-phase agile procurement process:

Insert – At: 1.1 b) The multi-phase agile procurement process:

Delete - At the diagram of: 1.1 b)

Insert - At the diagram of: 1.1 b)



Delete – At: 1.1 c) Even though certain suppliers may be **pre-qualified** by Canada as a result of this ITQ, Canada reserves the right to re-evaluate any aspect of the qualification of any Qualified Respondent at any time during the procurement process.

Insert – At: 1.1 c) Even though certain suppliers may be qualified by Canada as a result of this ITQ, Canada reserves the right to re-evaluate any aspect of the qualification of any Qualified Respondent at any time during the procurement process.

Delete - At the title of: 1.2 b) Scope of **Anticipated** Procurement.

Insert - At the title of: 1.2 b) Scope of Procurement.

Delete - At the title of: 1.3 Overview of **Anticipated** Procurement Process

Insert - At the title of: 1.3 Overview of Procurement Process

Delete - At the last part of the paragraph at: 1.3 Canada **currently** anticipates that the procurement process will be conducted in the following phases:

Insert - At the last part of the paragraph at: 1.3 Canada anticipates that the procurement process will be conducted in the following phases:

Insert – A new section at: 1.3 **e) Contract Award: ITQ Gate 1 and ITQ Gate 2 constitute the phased qualification followed by the RFP; the multi-phased procurement process is expected to result in contract award.**

Delete – At: 2.3 d) A Respondent may act as a subcontractor to another Respondent. **However, subcontractors may not be permitted to participate in the Review and Refine Requirements phase with the Qualified Respondent for whom they will be doing subcontract work.**

Insert - At: 2.3 d) A Respondent may act as a subcontractor to another Respondent.

Delete – At: 3.3 c) Respondents may request to make an in-person presentation of 60 minutes to provide an overview of their bid submission response and provide any needed clarifications.

Insert – At: 3.3 c) Respondents may request to make an in-person presentation of 60 minutes, **or a time limit as deemed necessary by Canada**, to provide an overview of their bid submission response and provide any needed clarifications.

Delete – At: 4.2 a) Each Respondent whose response meets all the requirements of this ITQ will become a Qualified Respondent for the next phase of the procurement process.

Insert – At: 4.2 a) Each Respondent whose response meets all the requirements of this ITQ **Gate 1**, will become a Qualified Respondent for the next phase of the procurement process, **ITQ Gate 2**.

Delete - At the second sentence of: 4.2 b) For example, if a particular **security clearance** is a requirement of this ITQ and the Respondent's **security clearance** changes or lapses, so that the Respondent no longer meets the requirements of this ITQ, Canada may disqualify that Qualified Respondent.

Insert - At the second sentence of: 4.2 b) For example, if a particular **certification** is a requirement of this ITQ and the Respondent's **certification** changes or lapses, so that the Respondent no longer meets the requirements of this ITQ, Canada may disqualify that Qualified Respondent.

2- Modifications to the ITQ documents Attachment 1:

Delete – Evaluation Criteria 9.

Insert –

<p>9. The bidder must demonstrate that the proposed solution is proven and scalable for different sizes of organizations.</p> <p>9.1. The bidder must demonstrate that the proposed solution can scale to complete pay for multiple organizations or one organization within a single pay-cycle for 350,000 employees or more.</p> <p>9.2. The bidder must provide references for various sizes of organizations by providing two references for each of the following:</p> <p>9.2.1. Organizations of 1 – 50,000 employees clients; and</p> <p>9.2.2. Organizations of 51,000 – 99,999 employees clients</p> <p>9.2.3. Organizations of more than 100,000 employees clients</p>	<p>Pass/Fail</p>	<p>9. Proven and Scalable:</p> <p>9.1. Proof Required: The bidder must supply a high-level description that demonstrates that the proposed solution can scale to complete pay for multiple organizations or one organization within a single pay-cycle for 350,000 employees or more. The bidder may provide technical documentation or presentations highlighting compliance.</p> <p>9.2. Various Organizations:</p> <p>9.2.1. Proof Required: The bidder must supply 2 client references and high-level project descriptions for Small (1 – 50,000 employees) clients. Please note that GC reserves the right to validate with the client references.</p> <p>9.2.2. Proof Required: The bidder must supply 2 client references and high-level project descriptions for Medium (51,000 – 99,999 employees) clients. Please note that GC reserves the right to validate with the client references.</p> <p>9.2.3. Proof Required: The bidder must supply 2 client references and high-level project descriptions for large (more than 100,000 employees) clients. Please note that GC reserves the right to validate with the client references.</p>
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3- Modifications to the ITQ documents Attachment 4:

Delete – At 9.1 – two paragraphs

Insert - The bidder must demonstrate that the proposed solution can scale to complete pay for multiple organizations or one organization within a single pay-cycle for 350,000 employees or more.

Proof Required: The bidder must supply a high-level description that demonstrates that the proposed solution can scale to complete pay for multiple organizations or one organization within a single pay-cycle for 350,000 employees or more. The bidder may provide technical documentation or presentations highlighting compliance.

4- QUESTIONS AND ANSWERS

QUESTION #1: Does the RRR phase (Section 2.3 (d)) include gates 2 and 3 (up to RFP issuance)?

ANSWER #1: Yes; intent is to have the ability to update, change, manipulate and remove criteria throughout all the gates based on vendor, union, advisor and GC feedback.

QUESTION #2: Section 2.3 (b) indicates that each respondent will only be permitted to qualify once.

Section 2.3 (d) indicates that a respondent may act as a subcontractor for another respondent, but may not be permitted to participate in the Review and Refine Requirement (RRR) phase with the qualified Respondent with whom they will be doing subcontracting work. Can GoC please clarify:

Can a subcontractor participate in more than one response (example: a system integration vendor/non platform owner would participate as a subcontractor with one or more respondents)?

ANSWER #2: Yes, each prime respondent can only respond once.
Yes, the sub-contractor could participate in more than one response.

QUESTION #3: Section 2.3 (a) allows that a respondent can be a joint venture. In the Attachment 1, Evaluation Criteria 2 indicates that the bidder must own the intellectual property for the core HCM platform.

If a joint venture is made up of multiple vendors, where one member is the intellectual property owner of the core HCM platform included in the proposed solution (i.e. the SaaS provider of the core HCM solution) would this satisfy requirement #2?

ANSWER #3: In a Joint Venture, all the vendors must own part of the Intellectual Property of the solution proposed; the secondary joint venture partner must also be bringing a portion of the IP into the relationship. I.e. the secondary joint venture partner must also be a software vendor and be bringing extension or add-on software to the overall solution. E.g, Core HCM (HR and Pay) Software Company creates a joint venture with an AI software company.

QUESTION #4: If a respondent proposes a pre-configured as-a-service solution built on a core HCM platform, would this pass Evaluation Criteria 2?

ANSWER #4: Yes, if the respondent owns the core solution software upon which the pre-configured solution exists. Note, a respondent may only apply once.

QUESTION #5: Evaluation Criteria #3 requires that the platform owner accept to be the prime contractor for the implementation of the proposed solution. The example in 2.3 (e) shows that if Supplier A does not itself have all the experience required by the ITQ. However, Supplier B has the experience that Supplier A lacks. If Supplier A and Supplier B decide to team up to submit a response together as a joint venture, both entities are together considered the Respondent. In this scenario who is the prime contractor given requirement 3 states: *the platform owner must accept to be prime contractor for the implementation of the proposed solution?*

ANSWER #5: The joint venture would be the prime and responsibility is shared equally across involved parties.

QUESTION #6: Criteria 8 indicates that the proposed solution must be offered through a SaaS model. Is it the Crown's intent that the proposed solution supports a multi-tenant model (i.e. multiple clients)?

ANSWER #6: The proposed solution may or may not be a multi-tenant capable model based on different architecture models required for different scenarios. E.g. Secret vs. Protected B

QUESTION #7: In the Statement of Work, Section 4 Assumptions (Implementation) indicates that the final SOW would describe the change management and transformation recommendations needed to implement the solution. Can the Crown please clarify how these services align to the other NexGen Work Streams such as the Change Management and Business Optimization & Transformation streams described at the Industry day?

ANSWER #7: The NextGen initiative is a Program which will contain multiple sub-implementation projects. The Crown expects that the program will require general overall change management while the sub-project will require specific change management focused on implementation. The expectation that any material developed in the Program general overall stream (e.g Stakeholder list and analysis) can be re-used and serve as an accelerator to the sub-project implementation specific stream.

QUESTION #8: If a respondent proposes a pre-configured as-a-Service solution that is built on an existing core HCM platform, please confirm that the respondent would not be considered to be the platform owner and therefore could not be the prime contractor.

ANSWER #8: As per the criteria 2 the prime must own the intellectual property of the core HCM platform and therefore would not be considered the platform owner.

QUESTION #9: When will GoC be publishing the Qs and As from Industry day as indicated during the session?

ANSWER #9: We intent to post the Qs and As within the next few days through an amendment to the ITQ, which will include the Industry Day, the 1 on 1 meetings and other questions asked by vendors since the ITQ was posted.

QUESTION #10: Can Canada please provide clarity on requirements for the requested demonstration environment?

ANSWER #10: The demonstration environment must be sufficient to prove the existence of the product. Specific functionality will not be tested for Gate 1.

QUESTION #11: Is the vendor to provide a demo environment to confirm existence of a commercially available solution OR a demo environment in which a government user can validate the proposed solution meets the criteria in 1.1?

ANSWER #11: The vendor must provide a demo environment in Gate 1 that confirms the existence of a commercially available solution. The Gate 2 requirements will be publically shared before Gate 2 is launched.

Solicitation No. - N° de l'offre
24062-190560/B
N° de réf. du client - Client Ref. No.
24062-190560/B

N° de la modif - Amd. No.
001
File No. - N° du dossier
682xe. 24062-190560/B

Id de l'acheteur - Buyer ID
682xe
N° CCC / CCC No./ N° VME - FMS

QUESTION #12: Can Canada please confirm when the demonstration environment is required?
Please provide the length of time the demonstration environment is to remain available?

ANSWER #12: The demonstration environment is required for the duration of the Gate 1 evaluation period which we expect to be a maximum of 30 days after closing of Gate 1 notwithstanding any unforeseen delays.

ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED