

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**

Comments - Commentaires

Title - Sujet "HRP-RHP" ITQ - Gate 1 - HR and Pay Next Gen		
Solicitation No. - N° de l'invitation 24062-190560/B -	Amendment 2	Date 2018-10-22
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		

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 002 document will serve to provide the interested suppliers with the questions and answers received following the posting of the initial Questions and Answers document. Please refer to Track Log table below for status of Q&As and where they can be found.

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”.

TRACK LOG OF QUESTIONS AND ANSWERS PROVIDED TO DATE

QUESTIONS AND ANSWERS	PROVIDED ON DOCUMENT
Questions and Answers 1 to 12	Amendment 001

QUESTIONS AND ANSWERS

QUESTION #13: Does Canada have a timeline / durations for Phase 2 – Gates 1, 2, and 3? Does Canada have a timeline / durations for Phase 2, Phase 3 and Phase 4?

ANSWER #13: An overall timeline for the NextGen HR & Pay initiative has been established. Phase 1 is planned to be completed at the latest by June 30th, 2019, this includes Gate 1, 2 and 3 for the agile procurement of the core HCM digital solution. The timelines for Phase 2 and Phase 3 have not yet been defined and will be formalized iteratively based on the insights gathered as part of Phase 1.

QUESTION #14: Confirm that Phase 1 – Gate 3 Implementation Plan and Organizational Change Plans are high level “frameworks / strategies” which will be detailed in Phase 2 in preparation for execution in Phase 3.

ANSWER #14: It is expected that plans submitted for Gate 3 will be high-level and will provide enough information to assess the bidder’s proposal. Further details will be shared at the launch of Gate 3.

QUESTION #15: How does GC plan to address capabilities that a vendor cannot currently demonstrate in Gate 1? For example, a capability that is on the vendors’ product roadmap, but not yet included in the application.

ANSWER #15: In order to qualify, as detailed in Section 1.1 of the Invitation to Qualify (ITQ), Gate 1 capabilities will be assessed on DA5 as well as two of the following capabilities: DA2, DA3, DA4 or DA6.

As outlined in criteria 1.2, the bidder must provide a list of planned product and solution improvements (product roadmap) for any solutions covering the capabilities outlined in Gate 1.

QUESTION #16: Is there an expectation that the vendors will provide some level of training and/or user documentation to GC users evaluating the Gate 2 solution prototype?

ANSWER #16: It is expected that bidders will provide some form of training/user documentation, with additional details to be outlined at the launch of Gate 2.

QUESTION #17: Can Canada please provide more information on the requirements for Gate 2? It seems a configured 'sandbox' is required (and then operated and maintained), can you please confirm and elaborate?

ANSWER #17: As part of Gate 2, a sandbox environment will be used to test business capabilities with users. Draft Gate 2 requirements will be made available in advance of the Gate launching.

QUESTION #18: Does a Data Warehouse solution for historical HR and Pay data and reporting fit into the overall framework of the NEXTGEN program? If so, where?

ANSWER #18: The development of a solution architecture for NextGen will take into consideration the existing GC landscape including historical data for HR and Pay. The external community can track NextGen architectural discussions at:

<https://gccollab.ca/groups/profile/8797/encanadian-enterprise-architecturefr>

QUESTION #19: There is a clear trend in the industry for organizations as part of their transformation to look beyond simply deploying the core HCM platform. These organizations are also looking to work with partners that have the skills, tools and processes to build, deploy, run, and manage their core HCM platform. Qualified partners play a critical role in many HCM platform providers' go-to-market strategies and are key to meeting some of the specific GOC requirements. Recognizing that HCM platform partners play a key role, can Canada please explain its rationale for not allowing SI's and other HCM platform/CSP partners to participate as prime?

ANSWER #19: Based on lessons learned, the GC's preference is to establish a relationship directly with the party that owns the intellectual property/HCM platform.

QUESTION #20: How much detail about their current/proposed business process will we have access to, prior to demonstration of how we will fit their requirements". For example, if they have detailed requirements regarding how they ask and collect job candidate assessment data, will we need to know what they are before we can demonstrate "fit"?

ANSWER #20: For Gate 1, the GC is expecting bidders to demonstrate generic functionality and will collaborate with bidders to ensure that relevant documentation is shared prior to demonstrations. As such bidders are encouraged to share their specific information requirements.

QUESTION #21: To what extent is Canada willing to be flexible about business processes or envisioned processes as they move into a cloud Talent solution?"

ANSWER #21: The GC recognizes that as we move to a modern HR and pay solution, our business processes will have to change to reflect leading practices. These decisions will be made in subsequent phases.

QUESTION #22: In reference to Section 3. "Preparing and Submitting a Response", can you clarify how many hard copies are required?

ANSWER #22: The GC encourages the use of ePost for submitting responses. Alternatively, the GC will accept two (2) hard copies.

QUESTION #23: Can Canada please provide a Word version of the ITQ?

ANSWER #23: A Word version of the ITQ will be provided shortly.

Note, in case of changes, the .pdf version of the document takes precedence.

QUESTION #24: In Section 9.1, the GC is requesting that the bidder supply 1 client reference to prove 350,000 employees can be paid in a single pay-cycle. Would they reduce this mandatory limit to 150,000 in order for more solutions to be proposed?

ANSWER #24: The intent of criteria 9.1 is to assess that the proposed solution can be scaled to complete pay, within a single pay-cycle, for 350,000 employees or more. Criteria 9.1 should not have included a request for a client reference but rather, requires bidders to supply a high-level project and/or product description. An amendment to the ITQ will be posted shortly to account for this clarification.

Client references are required for Criteria 9.2.

QUESTION #25: Where can I access the Talent Acquisition Action Plan? This will help identify specifics as to their Recruiting and Talent Management requirements.

ANSWER #25: The GC is going through a gated procurement process to identify the next generation HR and pay solution. In Gate 1, the GC has provided high-level criteria to ensure that solutions comply with foundational business and technical standards. As the GC moves to Gates 2 and 3, it will provide more detailed criteria and specifics on the required capabilities.

QUESTION #26: Will Canada fully implement succession planning and use its capabilities to push information to recruiting as a phase 1 objective?

ANSWER #26: The GC is going through a gated procurement process to identify the next generation HR and pay solution. In Gate 1, the GC has provided high-level criteria to ensure that solutions comply with foundational business and technical standards. As the GC moves to Gates 2 and 3, it will provide more detailed criteria and specifics on the required capabilities.

QUESTION #27: What methods of marketing does Canada plan to use regarding job opportunities?

ANSWER #27: The GC is going through a gated procurement process to identify the next generation HR and pay solution. In Gate 1, the GC has provided high-level criteria to ensure that

solutions comply with foundational business and technical standards. As the GC moves to Gates 2 and 3, it will provide more detailed criteria and specifics on the required capabilities.

QUESTION #28: Can Canada please provide specific information regarding the application inventory requirements.

ANSWER #28: The GC is going through a gated procurement process to identify the next generation HR and pay solution. In Gate 1, the GC has provided high-level criteria to ensure that solutions comply with foundational business and technical standards. As the GC moves to Gates 2 and 3, it will provide more detailed criteria and specifics on the required capabilities.

QUESTION #29: What kinds of assessment questions will be required here? Is the business process open to adjustment to fit with what the tool can accommodate?

ANSWER #29: The GC is going through a gated procurement process to identify the next generation HR and pay solution. In Gate 1, the GC has provided high-level criteria to ensure that solutions comply with foundational business and technical standards. As the GC moves to Gates 2 and 3, it will provide more detailed criteria and specifics on the required capabilities. The GC also recognizes that as it moves to a modern HR and pay solution, its business processes will have to change to reflect leading practices.

QUESTION #30: Please identify the policy requirements with respect to job offers.

ANSWER #30: The GC is going through a gated procurement process to identify the next generation HR and pay solution. In Gate 1, the GC has provided high-level criteria to ensure that solutions comply with foundational business and technical standards. As the GC moves to Gates 2 and 3, it will provide more detailed criteria and specifics on the required capabilities.

QUESTION #31: Please identify the specific resources that will be required during onboarding.

ANSWER #31: The GC is going through a gated procurement process to identify the next generation HR and pay solution. In Gate 1, the GC has provided high-level criteria to ensure that solutions comply with foundational business and technical standards. As the GC moves to Gates 2 and 3, it will provide more detailed criteria and specifics on the required capabilities.

QUESTION #32: Can Canada please elaborate on “Promote a continuous learning and development environment so that a department’s/agency’s workforce can adapt to how work is performed”? Can Canada please provide more detail on how the collection of employee development data will drive how work is performed, and how that is specifically defined?

ANSWER #32: The proposed solution must cover three out the five following business capabilities: DA2, DA3, DA4, DA5 and DA6, as per the GC HCM Business reference model, of which one must be DA5.

DA3, as referenced in the question above, is requesting that the respondent demonstrate how their solution has the ability to manage the development of personnel for current and future GC and organizational business needs.

At this stage of the procurement process, the GC is looking to clarify whether or not the respondent has a pre-existing solution that meets this business capability. Further detailed criteria will be provided in Gates 2 and 3.

QUESTION #33: To what level have job descriptions been developed, as well as competencies within jobs? Is the data that has been developed in previous talent management initiatives in a re-useable state, or will Canada be starting with a clean slate? In either situation, what will this look like specifically?

ANSWER #33: Job descriptions for most GC positions, and competencies for some job types, have been developed. These are not standardized across the federal public service. In Gate 1, the GC is providing high-level criteria to ensure that solutions comply with foundational GC business and technical standards. As the GC moves to Gates 2 and 3, more detailed criteria and specifics on the required capabilities will be provided.

QUESTION #34: Has Canada developed a universal performance management process? Are there multiple processes? What is the vision here?

ANSWER #34: There are currently three principle performance management programs in the federal public service: one for Executives, one for the vast majority of non-executive employees, and one for excluded/unrepresented employees. Details on all programs are available online:

Executives:

<https://www.canada.ca/en/treasury-board-secretariat/services/performance-talent-management/executive-talent-management-framework.html>

Non-executive employees:

<https://www.canada.ca/en/treasury-board-secretariat/services/performance-talent-management/performance-management-program-employees.html>

Excluded/unrepresented employees:

<https://www.tbs-sct.gc.ca/gui/gpmp-eng.asp>

Detailed criteria and required capabilities for the digital solution will be provided in Gates 2 and 3.

QUESTION #35: How does Canada envision the review and reward of Awards and Recognition according to the said program?

ANSWER #35: Information on the awards and recognition programs in the GC is available online: <https://www.canada.ca/en/revenue-agency/services/tax/businesses/topics/payroll/benefits-allowances/gifts-awards-social-events/gifts-awards-long-service-awards.html>

QUESTION #36: Is there a rollout plan and if so, where is recruitment in this (phase/date)?

ANSWER #36: At this stage of the APP, a rollout plan has not been developed.

Implementation decisions will be made once a solution is chosen, in consultation with key stakeholders including departments/agencies, unions, functional communities, and the chosen vendor(s).

QUESTION #37: DA2.3 mentions assessments - does Canada want to create assessments (e.g. behavioural), use a vendor or is this more application questions to assess fit (skills, competencies etc)?

ANSWER #37: In Gate 1, the GC is providing high-level criteria to ensure that solutions comply with foundational GC business and technical standards. As the GC moves to Gates 2 and 3, more detailed criteria and specifics on the required capabilities will be provided.

QUESTION #38: Notification, recourse and redress of offer of employment - can Canada please provide additional information around this?

ANSWER #38: In Gate 1, the GC is providing high-level criteria to ensure that solutions comply with foundational GC business and technical standards. As the GC moves to Gates 2 and 3, more detailed criteria and specifics on the required capabilities will be provided.

QUESTION #39: DA2.3 What type of legislative policy requirements is required for offers?

ANSWER #39: In Gate 1, the GC is providing high-level criteria to ensure that solutions comply with foundational GC business and technical standards. As the GC moves to Gates 2 and 3, more detailed criteria and specifics on the required capabilities will be provided.

QUESTION #40: DA3.2 learning content – Does Canada have a content creation tool for SCORM courses or does Canada purchase content? What type of content would Canada want to create vs purchase?

ANSWER #40: Currently, learning is managed both centrally (by the Canada School of Public Service) and in individual departments/agencies using a variety of tools and platforms.

In Gate 1, the GC is providing high-level criteria to ensure that solutions comply with foundational GC business and technical standards. As the GC moves to Gates 2 and 3, more detailed criteria and specifics on the required capabilities will be provided

QUESTION #41: DA4.1 Can Canada please provide more information on how ex and non-ex performance differs? Is it frequency, makeup of form or other?

ANSWER #41: There are currently three principle performance management programs in the federal public service: one for Executives, one for the vast majority of non-executive employees, and one for excluded/unrepresented employees. Details on all programs are available online:

Executives:

<https://www.canada.ca/en/treasury-board-secretariat/services/performance-talent-management/executive-talent-management-framework.html>

Non-executive employees:

<https://www.canada.ca/en/treasury-board-secretariat/services/performance-talent-management/performance-management-program-employees.html>

Excluded/unrepresented employees:

<https://www.tbs-sct.gc.ca/gui/gmpr-eng.asp>

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.
002
File No. - N° du dossier
682xe. 24062-190560/B

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

Detailed criteria and required capabilities for the digital solution will be provided in Gates 2 and 3.

QUESTION #42: DA4.2 Can Canada please provide more information on GoC recognition/awards program. Is it possible to provide examples?

ANSWER #42: In Gate 1, the GC is providing high-level criteria to ensure that solutions comply with foundational GC business and technical standards. As the GC moves to Gates 2 and 3, more detailed criteria and specifics on the required capabilities will be provided.

ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED