

**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

<b>Title - Sujet</b> "HRP-RHP" ITQ - Gate 1 - HR and Pay Next Gen		
<b>Solicitation No. - N° de l'invitation</b> 24062-190560/B	<b>Amendment</b> 5	<b>Date</b> 2018-11-05
<b>Client Reference No. - N° de référence du client</b> 24062-190560		<b>GETS Ref. No. - N° de réf. de SEAG</b> 24062-190560
<b>File No. - N° de dossier</b> 682xe.24062-190560	<b>CCC No./N° CCC - FMS No./N° VME</b>	
<b>Solicitation Closes - L'invitation prend fin</b> <b>at - à 02:00 PM</b> <b>on - le 2018-11-13</b>		<b>Time Zone</b> Fuseau horaire Heure Normale de l'est (EST)
<b>F.O.B. - F.A.B.</b> <b>Plant-Usine:</b> <input type="checkbox"/> <b>Destination:</b> <input type="checkbox"/> <b>Other-Autre:</b> <input type="checkbox"/>		
<b>Address Enquiries to: - Adresser toutes questions à:</b> Pelchat, Marco		<b>Buyer Id - Id de l'acheteur</b> 682xe
<b>Telephone No. - N° de téléphone</b> (819) 665-7128 ( )		<b>FAX No. - N° de FAX</b> ( ) -
<b>Destination - of Goods, Services, and Construction:</b> <b>Destination - des biens, services et construction:</b> 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

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

**Canada**



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## NOTE FOR INTERESTED SUPPLIERS

This document is not a Bid Solicitation document. This Solicitation Amendment 004 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.

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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”.

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**IMPORTANT INFORMATION :** As mentioned in the ITQ document, Respondents may request to make a 60 minute presentation of their bid submission. The presentations will be taking place on **Thursday November 15**. The Respondents will be informed of the exact schedule on **Wednesday November 14**.

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**INDUSTRY DAY – GATE 2 LAUNCH :** In order to further engage the industry, the Government of Canada would like to invite you to a 2<sup>nd</sup> industry day. It will be done through conference call on **Friday November 9 from 10:00 to 11:30**. To register or for more information, please communicate by e-mail before **Thursday November 8<sup>th</sup> at 4:30PM** at: [TPSGC.PAApprovalRHalaPAYE-APHRtoPAYProcurement.PWGSC@tpsgc-pwgsc.gc.ca](mailto:TPSGC.PAApprovalRHalaPAYE-APHRtoPAYProcurement.PWGSC@tpsgc-pwgsc.gc.ca)

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## 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 13 to 42	Amendment 002
Questions and Answers from Industry Day.	Amendment 003
Questions and Answers 43 to 51	Amendment 004

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## QUESTIONS AND ANSWERS

### QUESTION #52: Section – General

ITQ.R5.1 - Please advise as to the highest level of infrastructure security the Crown will be expecting of the infrastructure(s) hosting the chosen solution(s).

**ANSWER #52:** While the Crown has not established the highest level of security requirements within Gate 1, this does not preclude the Crown from assessing higher levels of security (e.g.: Secret) in subsequent solicitation phases if deemed required.

**QUESTION #53:** Section – 2.4 Security Clearance Requirements

ITQ.R5.3 - Section 2.4 states security clearance and other security requirements will be identified at a later stage of the procurement process. As many vendors that don't currently have facilities clearances are interested in this opportunity, can the Crown provide further details regarding these requirements? For example, what level of cleared information does the Government expect to input to the chosen solution? What types of data does the Government expect to input that may be covered by clearance requirements?

**ANSWER #53:** While the Crown has not established the highest level of security requirements within Gate 1, this does not preclude the Crown from assessing higher levels of security, including facilities clearances (e.g.: Secret), in subsequent solicitation phases if deemed required.

**QUESTION #54:** Section – 4. Technology Architecture

ITQ.R5.4 - Please advise as to how the order of preference (Public cloud, Hybrid cloud, Private cloud, then on-prem) coincides with the possibility of requiring security clearances in Section 2.4.

**ANSWER #54:** Screening measures will be applied in accordance with the definition and practices in the Treasury Board Standard on Security Screening (<https://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=28115>).

Additional security screening requirements may be required at the discretion of the Crown based on the level of access and a risk-based analysis.

**QUESTION #55:** Section – 4.1.4

ITQ.R5.5 - Please advise as to which specific legislation and policy is referred to by this clause, and the Crown's vision on how these privacy and security levels as specified can be achieved in a public cloud environment.

**ANSWER #55:** The Crown will include in the RFP the necessary requirements to ensure compliance with all applicable laws and policies.

The Crown welcomes feedback and recommendations on how to best adhere to privacy and security best practices in a public cloud environment.

**QUESTION #56:** Section – A (Show us) Business Architecture

ITQ.R5.6 - Please provide the specific portions of WCAG 2.0 AA which the solution must comply with in order to pass this requirement. Is this section limited to the five WCAG 2.0 conformance requirements?

**ANSWER #56:** If the bidder provides "A)" for criteria #5, the assessment or certification should leverage the <https://www.w3.org/WAI/WCAG21/quickref/> at the WCAG 2.0 AA level.

**QUESTION #57:** Section – Privacy

ITQ.R5.8 - Please advise which requirements will be the responsibility of the solutions vendor, and which will be the responsibility of the Government.

**ANSWER #57:** This has not been determined at this point in time. We welcome any feedback and suggestions and we will be assessing, co-designing and determining the breakdown of responsibilities in later gates.

**QUESTION #58:** Section – Security

ITQ.R5.9 - Please advise which requirements will be the responsibility of the solutions vendor, and which will be the responsibility of the Government.

**ANSWER #58:** This has not been determined at this point in time. We welcome any feedback and suggestions and we will be assessing, co-designing and determining the breakdown of responsibilities in later gates.

**QUESTION #59:** Section – Accessibility

ITQ.R5.7 - Will the Government accept VPATs to show accessibility assessment?

**ANSWER #59:** Yes, we will accept Voluntary Product Accessibility Templates (VPATs) to show an accessibility assessment as long as the [VPAT relates to WCAG 2.0](#) as indicated in the criteria.

**QUESTION #60:**

With regards to WCAG 2.0 AA compliance, would the crown be ready to modify its criteria as follows?

**ORIGINAL**

Mandatory Criteria #5 - The bidder must demonstrate that the proposed solution meets, or will be meeting within 1 year as of time of bidding, WCAG 2.0 AA requirements.

Proof Required: The bidder must supply (A) Results of an accessibility assessment, approach or attestation; or (B) A plan to reach compliance within 1 year of the time of bidding.

**PROPOSED**

“Proof Required: The bidder must supply (A) Results of an accessibility assessment, approach or attestation; or (B) A documented strong corporate endorsement, commitment and ongoing investment towards accessibility for its software offerings.”

**ANSWER #60:** The Crown is amending its criteria as follows:

The bidder must supply (A) Results of an accessibility assessment (VPAT or other) or certification against WCAG 2.0 AA; or (B) A documented approach, ongoing investment plan and corporate commitment towards ensuring all persons, regardless of their abilities or disabilities, are able to have barrier-free access to software offerings.

**ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED**