

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 2 - HR and Pay Next Gen		
Solicitation No. - N° de l'invitation 24062-190560/C	Amendment 5	Date 2019-01-10
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 2019-01-18		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 Solicitation Amendment 005 document will serve to:

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- 1- Provide the interested suppliers with the questions and answers received.
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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".

QUESTIONS AND ANSWERS

TRACK LOG OF QUESTIONS AND ANSWERS PROVIDED TO DATE

QUESTIONS AND ANSWERS	PROVIDED ON DOCUMENT
Questions and Answers 1 to 3	Amendment 001
Questions and Answers 4 to 6	Amendment 002
Questions and Answers 7 to 10	Amendment 003
Questions and Answers 11 to 18	Amendment 004

Question #19: Would it be possible to run the simulated instances on your Surface devices instead of ipads? If not, could you please let us know which version of ipads you will be using so that we can format the simulated environments accordingly?

Answer #19: We have been planning to use the most current version of iPads with the most up to date iOS software version 12.1.2 (or newer if an update becomes available) for the User Exhibitions. Should this present a problem, please let us know and we will explore further the possibility of using Surface tablets.

Question #20: Could you please also let us know if we will have an opportunity to run the team through a quick training and troubleshooting meeting to ensure they have what they need for a positive experience?

Answer #20: Yes, we welcome the opportunity to receive a quick training and troubleshooting session at your earliest convenience. Please contact Marco Pelchat by email (marco.pelchat@tpsgc-pwgsc.gc.ca) to schedule the meeting.

Question #21 : As per the requirement outlined in 8.2 and 8.3- Implementation- we would like to clarify that the requirement to describe the approach to " select, plan, cost, and deliver 2 fully operational pilots within phase II" is intended to provide an overview of the approach to these programmes and is not specifically calling for pricing of the actual pilots at this Gate. Can the GoC please confirm that the intent of these two questions is to understand the way in which vendors will approach the overall pilot programme(s) rather than provide a price at this Gate.

Answer #21: The GC confirms that the intent of R8.2 and R8.3 is to understand the way in which vendors propose to select, plan, cost, and deliver 2 fully operational pilots, as well as the larger programme of work. Although detailed costing of the pilots is not expected, the GC does expect that bidders will demonstrate the proposed approach by which they will arrive at detailed costing

estimates. The GC also welcomes any additional information on costing that could be used to better inform the direction and planning of the pilots and the larger programme.

Question #22: Would the government consider revising the user test “Enter overtime on behalf of an employee” to “Add time for an employee until they are in an overtime situation” or “Add hours for an employee” and specify that vendors should configure the system so that the demo data is already set up for a full time workload?

This use case scenario seems to be written from a perspective where a manager would manually specify overtime hours. In a next gen HCM system, the solution should automatically calculate and apply the correct gross pay codes and associated premiums based on existing hours worked and the pay rules that the user is subject to. All that should be required of a manager is to add the worked time in the calendar. The current user test would penalize a system designed to automate overtime application and associated premium calculations.

Answer #22: The Government will not revise the user test, but would like to provide the following clarification. The Collective Agreements in the Core Public Administration (CPA) use the term “Overtime” for any work performed outside the normal hours of work (standard work week). Managers across the Government of Canada are accustomed to the word overtime in this respect, this wording is not meant to imply or dictate that the manager must manually select the appropriate pay codes. The purpose of this test is user experience, the ability to easily enter overtime (or additional hours) for an employee – this can certainly be as simple as you have described and we do agree that the Next Gen solution should automatically calculate and apply appropriate gross pay codes and premiums - we do not believe the current wording would penalize any solutions with this type of automation.

Question #23: In Amendment 1, the Crown prescribed some durations for each scenario in Track A and Track B in Answer #3. Would the government be open to letting each vendor reorganize the scenarios, both duration and order of presentation while keeping all Track A items on day 1 and all Track B items on day 2? We believe specifically that scenario R3.4 requires more time to deliver. Would the GC accept that “Day in the Life of a Sr. Executive” be the first scenario of Track A or do they need to stay in the current order as outlined?

Answer #23: While the GC recognizes the potential benefit of reordering the agenda to optimize flow, we also needed to adjust the schedule to accommodate the evaluators. The color blocks in the agenda below indicate the groups of criteria that will be evaluated by a specific team of Subject Matter Experts. The SME Challenge’s agenda will be as follows:

Track A

Topic	Start	Duration	Finish
Morning Setup	7:00	1:00	8:00
Introductions	8:00	0:15	8:15
R3.1 - Demonstrate	8:15	0:40	8:55
R3.1 - Questions	8:55	0:20	9:15
R3.2 - Demonstrate	9:15	0:40	9:55

R3.2 - Questions	9:55	0:20	10:15
Short Break	10:15	0:15	10:30
R3.3 - Demonstrate	10:30	0:40	11:10
R3.3 - Questions	11:10	0:20	11:30
R3.4 - Demonstrate	11:30	0:40	12:10
R3.4 - Questions	12:10	0:20	12:30
Lunch Break	12:30	0:30	13:00
R3.5 - Demonstrate	13:00	0:40	13:40
R3.5 - Questions	13:40	0:20	14:00
Transition Break	14:00	0:30	14:30
R3.7 - Demonstrate	14:30	0:40	15:10
R3.7 - Questions	15:10	0:20	15:30
Transition Break	15:30	0:30	16:00
R3.6 - Demonstrate	16:00	0:30	16:30
R3.6 - Questions	16:30	0:15	16:45
Wrap-up	16:45	0:15	17:00

Track B

Topic	Start	Duration	Finish
Morning Setup	7:00	1:00	8:00
Introductions	8:00	0:15	8:15
R6.3 - Demonstrate	8:15	0:45	9:00
R6.3 - Questions	9:00	0:45	9:45
Short Break	9:45	0:15	10:00
R6.7 - Demonstrate	10:00	1:00	11:00
R6.7 - Questions	11:00	1:00	12:00
Lunch Break	12:00	0:30	12:30

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

N° de la modif - Amd. No.
005
File No. - N° du dossier
682xe. 24062-190560/C

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

R8.2 - Demonstrate	12:30	0:40	13:10
R8.2 - Questions	13:10	0:20	13:30
Transition Break	13:30	0:30	14:00
R5.1 - Demonstrate	14:00	0:30	14:30
R5.1 - Questions	14:30	0:15	14:45
R5.4 - Demonstrate	14:45	0:30	15:15
R5.4 - Questions	15:15	0:15	15:30
Short Break	15:30	0:15	15:45
R5.5 - Demonstrate	15:45	0:30	16:15
R5.5 - Questions	16:15	0:15	16:30
R5.8 - Demonstrate	16:30	0:30	17:00
R5.8 - Questions	17:00	0:15	17:15
Wrap-up	17:15	0:15	17:30

ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED