

Q1. With reference to M2 is the statement / experience intended for the 'writing of EX work descriptions,' to enable FCA HR Classification to evaluate them? In other words, is the experience related to the writing of EX work descriptions and applying the Hay methodology in doing so.

A1. No, M1 speaks to experience in writing job descriptions only. M2 speaks to experience in evaluating executive-level positions employing the Hay methodology.

Q2. I have the same question as #1) above for R2 rated criteria.

A2. R2 speaks to experience in evaluating executive-level positions employing the Hay methodology.

Q3. On page 23 - point #8, I would like consideration to change the minimum project duration from 6 months.

A3. Refer to Addendum # 1.

Q4. Currently, M3 only allows for candidates to qualify if they possess one of a short list of university degrees. As an alternative, would the Crown be willing to accept a candidate with any university degree AND either a Hay Plan Certification or a Classification Accreditation?

A4. An acceptable combination of education, training and experience in classification and org design will be considered.

Q5. Would the Crown accept a resource with an English degree to satisfy M3?

A5. An acceptable combination of education, training and experience in classification and org design will be considered.

Q6. M1 - Can the experience in work description writing within the Federal Government be either EX and/or Non EX work descriptions, or a combination of both EX and Non-EX work description writing?

A6. We are looking for experience in writing any job descriptions (EX and/or Non-EX) for Federal Government of Canada department, Agency or Crown Corporation.

Q7. M2 - Please note that the Hay evaluation methodology for reviewing and evaluating new or existing job descriptions for Federal government of Canada ONLY APPLIES TO THE EVALUATION OF EX EXECUTIVE WORK DESCRIPTIONS - NOT NON-EX WORK DESCRIPTIONS. Non-EX work descriptions are evaluated based on Treasury Board classifications / categories and criteria specific to each classification - And also, in alignment with the Four Factors - Skill, Effort, Responsibility and Working Conditions. Therefore, you would need to differentiate between the two in your Mandatory and also Rated Criteria.

A7. Non-Executive positions are evaluated based on Treasury Board classification standards in the Core Public Administration. Separate agencies (e.g. Financial Consumer Agency of Canada) may employ their own classification standards. FCAC applies the Hay evaluation methodology for all its positions.

Q8. R1 - Can the experience in work description writing within the Federal Government be either EX and/or Non EX work descriptions, or a combination of both EX and Non-EX work description writing?

A8. See answer A6.

Q9. R1 - by the wording 'in addition' do you mean a total of fifteen (15) years?

A9. Number of year(s) of experience in addition to the five mandatory years.

Q10. R2 - by the wording 'in addition' do you mean a total of fifteen (15) years?

A10. See answer A9.

Q11. R3 - Please note that the Hay evaluation methodology for reviewing and evaluating new or existing job descriptions for Federal government of Canada ONLY APPLIES TO THE EVALUATION OF EX

EXECUTIVE WORK DESCRIPTIONS - NOT NON-EX WORK DESCRIPTIONS. Non-EX work descriptions are evaluated based on Treasury Board classifications / categories and criteria specific to each classification - And also, in alignment with the Four Factors - Skill, Effort, Responsibility and Working Conditions.

A11. See answer A7.

Q12. Based on the HR Flexible Grid for the category 8.2 Organizational Design and Classification Consultant (Senior Level) - the Grid allows for a combination of education, certifications and experience to achieve the required 95 points. Will the contracting authority consider changing M3 to align with the Flexible Grid.

A12. See answers A4 and A5 (round 1).

Q13. If not, will you then consider either a College Degree OR a University Degree (not specific to the current M3 criteria)?

A13. See answers A4 and A5 (round 1).

Q14. R3 - With reference to this rated criteria, please note that the Hay evaluation methodology for reviewing and evaluating new or existing job descriptions for Federal government of Canada ONLY APPLIES TO THE EVALUATION OF EX EXECUTIVE WORK DESCRIPTIONS - NOT NON-EX WORK DESCRIPTIONS. Non-EX work descriptions are evaluated based on Treasury Board classifications / categories and criteria specific to each classification - And also, in alignment with the Four Factors - Skill, Effort, Responsibility and Working Conditions.

A14. See answer A7.

Q15. With regards to the pricing schedule (Attachment 1 to Part 3) would the Crown please clarify if this contract will be paid on a deliverable basis or on an hourly/per diem basis?

A15. Contractor will be paid per deliverable. Per diem rate is requested for newly identified and out-of-scope requirements, if required by the FCAC.

Q16. Would the crown please confirm that there is no security clearance requirement for this contract?

A16. There is no security requirement; however, contractor will be obliged to sign NON-DISCLOSURE AGREEMENT (ANNEX C).

Q17. Would the crown please clarify the language requirement for this contract?

A17. All work will be in English. Refer to Addendum # 2.

ADDENDUM # 1

I. RFP # 20182461A, page 23

DELETE:

8. The project should be at least 6 months in duration unless specified in one of the criteria;

ADDENDUM # 2

I. RFP # 20182461A, page 40

INSERT:

5. Language of work

All work shall be performed in English.