



RETURN BIDS TO:

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Bid Receiving - PWGSC / Réception des soumissions -
TPSGC

11 Laurier St., / 11, rue Laurier

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Core 0B2 / Noyau 0B2

Gatineau

Québec

K1A 0S5

Bid Fax: (819) 997-9776

**SOLICITATION AMENDMENT
MODIFICATION DE L'INVITATION**

The referenced document is hereby revised; unless otherwise indicated, all other terms and conditions of the Solicitation remain the same.

Ce document est par la présente révisé; sauf indication contraire, les modalités de l'invitation demeurent les mêmes.

Comments - Commentaires

Vendor/Firm Name and Address

Raison sociale et adresse du
fournisseur/de l'entrepreneur

Issuing Office - Bureau de distribution

Informatics Professional Services - EL Division/Services
professionnels en informatique - division EL

Terrasses de la Chaudière 4th Floor

10 Wellington Street

Gatineau

Québec

K1A 0S5

| | |
|--|---|
| Title - Sujet RFP - TBIPS-Omnibus | |
| Solicitation No. - N° de l'invitation 47419-226879/A | Amendment No. - N° modif. 004 |
| Client Reference No. - N° de référence du client 1000346879 | Date 2020-03-11 |
| GETS Reference No. - N° de référence de SEAG PW-\$\$EL-638-37439 | |
| File No. - N° de dossier 638el.47419-226879 | CCC No./N° CCC - FMS No./N° VME |
| Solicitation Closes - L'invitation prend fin at - à 02:00 PM on - le 2020-04-06 | |
| Time Zone Fuseau horaire Eastern Daylight Saving Time EDT | |
| 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: Mao, Lan | Buyer Id - Id de l'acheteur 638el |
| Telephone No. - N° de téléphone (613) 858-9980 () | FAX No. - N° de FAX () - |
| Destination - of Goods, Services, and Construction: Destination - des biens, services et construction: | |

Instructions: See Herein

Instructions: Voir aux présentes

| | |
|--|--|
| Delivery Required - Livraison exigée | 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 |

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The Request for Proposal (RFP) Amendment 004 is raised to answer Bidders' questions and amend the RFP.

Question 19 :

Would the Crown please confirm that a Bachelor of Commerce degree with Honours in Human Resources will be accepted as equivalent to the listed certifications in R4 for all Workstreams? This degree provides for a stronger, inherent and in depth Canadian context with content most relevant to the qualification criteria. Largely, the certifications listed in R4 for all streams focus on regulations, laws and best practices in the United States that, for the most part, offers less value in providing services to the Canadian Federal Government and, by extension, Not-for-profit, private and Canadians in general.

Answer 19:

R4 has been removed. Please see RFP amendment below.

Question 20:

Corporate Rated Requirement # R.4 now states, "The bidder should demonstrate that it employs staff who holds certifications in Human Resources, such as:

- Certified Staffing Professional (CSP)
- Certified Temporary Staffing Specialist (CTS)
- Certified Human Resources Professional (CHRP)
- Certified Personnel Consultant (CPC)
- Certified Human Resources Leader (CHRL)"

a) Both the Certified Staffing Professional and Certified Temporary Staffing Specialist are American certifications with significant focus on American employment law. This renders them both very unappealing for employees who have worked their entire careers in Canada's National Capital Region and of limited value to the Crown. Why is the Crown (Canadian Federal Government) awarding points for these American certifications?

b) Will the Crown accept and award points for the Registered Professional Recruiter (RPR) certification?

c) Will the Crown accept and award points for the Payroll Compliance Practitioner (PCP) and/or Certified Payroll Manager (CPM) certification? Topics of study include:

- Introduction to Payroll Management
- Applied Payroll Management (includes benchmarking, best practices development, human resources skills)
- Managerial Accounting
- Organizational Behaviour Management
- Compensation & Benefits Management

d) Rated requirement R.4 for all workstreams, will CBSA please accept the following in addition to those presently deemed compliant/equivalent:

- Certified Human Resources Management Professional (CHRMP).
- Professional in Human Resources (PHR)
- SHRM-Certified Professional and SHRM-Senior Certified Professional

Answer 20:

R4 has been removed. Please see RFP amendment below.

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Question 21:

Could The Crown please provide a comprehensive list of all certifications and educational degrees in Human Resources which will be accepted, or, clearly itemize the criteria utilized to determine which certifications/degrees fulfill criteria for R4 on all workstreams. With the current wording in R4 it is unclear what will specifically be accepted which will negatively impact a Bidder's technical score, leaving to chance if the Crown will award the expected points.

Answer 21:

R4 has been removed. Please see RFP amendment below.

Question 22:

Rated requirement R.3 for all workstreams is currently only worth 5 of 165 points, or 3% of total points in the Technical Evaluation.

Rated requirement R3 for all Workstreams, can CBSA please adjust the points to read:

- R3: ISO 9001 Certification = 20 points
- Total Technical Score = 180 points

Answer 22:

Please see RFP amendment below.

Question 23:

Rated requirement R.3 for all workstreams; Amendment 02 now allows for a bidder to "...have started the registration process to become certified prior to the publication date of the solicitation."

Can CBSA please amend Rated Requirement R3 for all Workstreams back to the original requirement, whereby a company must "hold a current and valid ISO Certification".

Answer 23:

No. Please see RFP amendment below.

RFP AMENDMENT

1. At Attachment 4.2 Point-Rated Technical Criteria,

Workstream 1 – Application Development and Architecture, 1.1 Corporate Rated Evaluation Criteria,
Workstream 2 – Testing and Integration, 2.1 Corporate Rated Evaluation Criteria,
Workstream 3 – Project Management and Business Analysis, 3.1 Corporate Rated Evaluation Criteria

R3:

Delete in its entirety.

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Insert:

| | | | |
|------------|---|---|--|
| R.3 | The Bidder should demonstrate that they hold current ISO: 9001, or have started the registration process to become certified prior to the publication date of the solicitation. | No Proof of certification or registration to become certified – 0 point Proof of ISO:9001 Registration – 5 points Proof of ISO:9001 Certification – 10 points | Proof of certification or registration to become certified should be provided with the bid. The Crown will accept a letter from a registered external ISO Auditor as proof of a bidder's ISO registration process or a contract for ISO Advisory Services with accompanying detailed Statement of Work that includes the Facilitation of a Registrar Certification audit with an ISO Registrar will be accepted if the contract start date was within the past six months prior to the publication date of the solicitation. |
|------------|---|---|--|

2. At Attachment 4.2 Point-Rated Technical Criteria,

Workstream 1 – Application Development and Architecture, 1.1 Corporate Rated Evaluation Criteria,
Workstream 2 – Testing and Integration, 2.1 Corporate Rated Evaluation Criteria,
Workstream 3 – Project Management and Business Analysis, 3.1 Corporate Rated Evaluation Criteria

R4:

Delete in its entirety.

3. At Attachment 4.2 Point-Rated Technical Criteria,

Workstream 1 – Application Development and Architecture, 1.1 Corporate Rated Evaluation Criteria,

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Delete:

| Workstream 1 – Application Development and Architecture | | |
|--|----------------------|-------------------------------|
| Point-Rated Evaluation Criteria | Maximum Score | Minimum Score Required |
| R1 | 100 | 10 |
| R2 | 50 | 10 |
| R3 | 5 | N/A |
| R4 | 10 | N/A |
| TOTAL TECHNICAL SCORE | 165 | N/A |

Insert:

| Workstream 1 – Application Development and Architecture | | |
|--|----------------------|-------------------------------|
| Point-Rated Evaluation Criteria | Maximum Score | Minimum Score Required |
| R1 | 100 | 10 |
| R2 | 50 | 10 |
| R3 | 10 | N/A |
| TOTAL TECHNICAL SCORE | 160 | N/A |

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4. At Attachment 4.2 Point-Rated Technical Criteria,

Workstream 2 – Testing and Integration, 2.1 Corporate Rated Evaluation Criteria,

Delete:

| Workstream 2 – Testing and Integration | | |
|---|----------------------|-------------------------------|
| Point-Rated Evaluation Criteria | Maximum Score | Minimum Score Required |
| R1 | 100 | 10 |
| R2 | 50 | 10 |
| R3 | 5 | N/A |
| R4 | 10 | N/A |
| TOTAL TECHNICAL SCORE | 165 | N/A |

Insert:

| Workstream 2 – Testing and Integration | | |
|---|----------------------|-------------------------------|
| Point-Rated Evaluation Criteria | Maximum Score | Minimum Score Required |
| R1 | 100 | 10 |
| R2 | 50 | 10 |
| R3 | 10 | N/A |
| TOTAL TECHNICAL SCORE | 160 | N/A |

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5. At Attachment 4.2 Point-Rated Technical Criteria,

Workstream 3 – Project Management and Business Analysis, 3.1 Corporate Rated Evaluation Criteria

Delete:

| Workstream 3 – Project Management and Business Analysis | | |
|--|----------------------|-------------------------------|
| Point-Rated Evaluation Criteria | Maximum Score | Minimum Score Required |
| R1 | 100 | 10 |
| R2 | 50 | 10 |
| R3 | 5 | N/A |
| R4 | 10 | N/A |
| TOTAL TECHNICAL SCORE | 165 | N/A |

Insert:

| Workstream 3 – Project Management and Business Analysis | | |
|--|----------------------|-------------------------------|
| Point-Rated Evaluation Criteria | Maximum Score | Minimum Score Required |
| R1 | 100 | 10 |
| R2 | 50 | 10 |
| R3 | 10 | N/A |
| TOTAL TECHNICAL SCORE | 160 | N/A |

ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED.