



**RETURN BIDS TO:
RETOURNER LES SOUMISSIONS A :**

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**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: - Commentaries :

THIS DOCUMENT CONTAINS A SECURITY
REQUIREMENT

Title – Sujet Pre-Screening Exam(s) for RCMP Regular Member Applicants		Date May 19, 2021
Solicitation No. – N° de l'invitation 202006297		Amendment No. – N° de la modification 01
Client Reference No. - No. De Référence du Client 202006297		
Solicitation Closes – L'invitation prend fin		
At / à :	2pm (1400 hrs)	EDT(Eastern Daylight Time) HAE (heure avancée de l'Est)
On / le :	June 7, 2021	
F.O.B. – F.A.B See herein — Voir aux présentes	GST – TPS See herein — Voir aux présentes Voir aux présentes	Duty – Droits See herein — Voir aux présentes
Destination of Goods and Services – Destinations des biens et services See herein — Voir aux présentes		
Instructions See herein — Voir aux présentes		
Address Inquiries to – Adresser toute demande de renseignements à Brianne.Leach@rcmp-grc.gc.ca		

Delivery Required – Livraison exigée	Delivery Offered – Livraison proposée
Vendor/Firm Name, Address and Representative – Raison sociale, adresse et représentant du fournisseur/de l'entrepreneur:	
Telephone No. – No. de téléphone	Facsimile No. – No. 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



This amendment is raised to address the following:

- To respond to questions received during the solicitation period.

QUESTIONS AND ANSWERS

Question 1:

Please confirm whether RCMP would have internal administrators of the online platform (eg. create email template for applicants, send out assessments, download reports, review recommendations from reports). Or is this something you are looking to be provided as part of this RFP?

The items below indicate the Contractor is responsible for providing the link and platform details to applicants (which is fine), but typically there is also one or more internal administrators for the system.

4.3 The Contractor must provide clear instructions to applicants on how to access the online platform.

4.4 The Contractor must provide a web link and login details for each applicant to access the online platform.

Answer 1:

The RCMP will provide internal administrators to perform tasks such as creating email templates and corresponding with applicants.

As per 4.3 of the SOW, "The Contractor must provide clear instructions to applicants on how to access the online platform" and as per 4.4 of the SOW, "The Contractor must provide a web link and login details for each applicant to access the online platform." The Contractor must submit scores to the RCMP for each applicant, and as per 4.6 "upload the exam scores to their (RCMP) system".

Given that the success of applicants is based on benchmarks, reports are not required.

Question 2:

The mandatory criteria states that both online and hard copy/paper test formats are a requirement, is this accurate? If so, how does the RCMP anticipate using technology to present realistic scenarios or have multiple question banks with hard copy/paper test formats?

Answer 2:

Given the RCMP attracts applicants from Coast to Coast, some applicants do not have access to technology or have limited bandwidth. As a result, a paper-based assessment must be provided. The RCMP understands that the paper based solution will not allow for the use of technology to present realistic scenarios, and nor a bank of questions. It is anticipated that less than 1% of applicants will require the paper based solution.

Question 3:

The mandatory criteria states that the assessment must be administered in a secured and un-proctored environment, can you please explain in more detail your needs with this request? Specifically, how does the RCMP intend to keep hard copy/paper test materials secure in an un-proctored environment?



Answer 3:

Paper exams will be provided in a proctored environment and RCMP personnel will be used to administer these exams. RCMP personnel will secure the material leading to, and after the paper exam is administered. It is anticipated that less than 1% of applicants will require the paper based solution.

Question 4:

The mandatory criteria states that the contractor must update exam questions and/or versions every six (6) months, or as required, to ensure exam integrity. What are the RCMP's specific expectations of the contractor in this regard? Creating brand new items every six months in a psychometrically sound manner that meets best practice standards is a difficult task. Can existing psychometrically sound items be rotated in and out at each six month mark in order to meet this requirement?

Answer 4:

The intent of this requirement is to ensure the integrity of the exam after a period of time. It is not expected that brand new exams be created, rather existing off-the-shelf questions be added/removed/amended and/or exams utilized.

Question 5:

What are the RCMP's expectations in terms of the length of the assessment, meaning the time needed for the candidate to complete the test event?

Answer 5:

There are no expectations regarding time however it should be in line with industry standards. As a comparison, the exams currently administered by the RCMP (both cognitive and personality) last three (3) hours combined.

Question 6:

Given that cognitive measures are known for having inherent bias, is the RCMP open to conducting a local validation study designed to help select fair and psychometrically informed cutoff score(s), which can minimize adverse impact?

Answer 6:

Yes.