

Advance Contract Award Notice (ACAN)

The Treasury Board of Canada Secretariat has a requirement for the provision of services to conduct an assessment of the PeopleSoft systems that support the HR to Pay process: specifically, Phoenix (the Government of Canada pay system), My GCHR (the Government of Canada standard HR system), and other PeopleSoft Government of Canada Human Resources Management systems currently in use.

The purpose of this Advance Contract Award Notice (ACAN) is to signal the government's intention to award a contract for these services to:

Oracle Consulting Services
Oracle Canada
45 O'Connor Street
Suite 400
Ottawa, Ontario
K1P 1A4
Canada

Before awarding a contract, the government is providing other suppliers with the opportunity to demonstrate that they are capable of satisfying the requirements set out in this Notice. They may do this by submitting a statement of capabilities during the 15 calendar day posting period.

If other potential suppliers submit a statement of capabilities during the 15 calendar day posting period that meet the requirements set out in this ACAN, the government will proceed to a full tendering process on either the government's electronic tendering service or through traditional means, in order to award the contract.

If on or before the closing date, no other supplier submits a statement of capabilities meeting the requirements set out in this ACAN, a contract will be awarded to the pre-selected supplier.

Background

The Treasury Board of Canada Secretariat has a requirement to perform a comprehensive examination of information systems, the system processes they execute and the business processes they fulfill in connection with the processing of pay.

The work required consists of evaluating the components which comprise each system and includes:

- Systems architecture review – the current configuration against designed Oracle architecture:
 - infrastructure (e.g., environments, data base compatibility, system instances)
 - in-depth integration broker optimization
 - system processes and performance
- Assess current GC systems issues against the Oracle proprietary roadmap, leverage the PeopleSoft CEMLI Analysis Tool (PCAT) and knowledge repository to determine recommendations for solutions
- Assess current GC systems issues against public sector solutions across Oracle North American clients leveraging Oracle's public sector practice, relationship and experience
- Assess data bases (i.e., separate versus consolidated, and most suitable platform)

- Use Oracle / PeopleSoft business process maps to assess opportunities for HR to pay business processes optimization (e.g., determining information systems dependency with respect to user business processes);
- Assess database access controls (e.g., database configuration, account access to the applications, roles defined in both installation of the applications and efficacy of user access)
- Assess functional configuration (e.g., foundation tables such as company table; pay calendars; pay groups; deduction codes and sets; earnings codes and program; absence management; and, time and labor set up and scheduling integration)

The proposed contract is for a period of six months, from September 29, 2017 to March 31, 2018.

The estimated value of the contract is \$2 M (Ontario HST included).

Minimum Essential Requirements

Any interested supplier must demonstrate by way of a statement of capabilities that it meets the following requirements:

- Experience (within the last 10 years) as an Human Capital Management PeopleSoft product and service provider to the Government of Canada
- Access to the PeopleSoft product knowledge base and a North American public sector client base to facilitate and leverage other PeopleSoft public sector solutions
- Knowledge and understanding of the PeopleSoft system and technical architecture, and the roadmap of PeopleSoft product development, to be able to provide recommendations on short, medium and long-term systems solutions in consideration of the PeopleSoft future system or functionality releases
- Professional resources with expert knowledge and experience in the PeopleSoft domain solely focused on development of PeopleSoft product

Justification for the Pre-Selected Supplier

The impact of continuing delays to implement successful fixes to PeopleSoft HR systems and Phoenix include risks for many employees who continue to face economic and social hardship; potential financial and reputational risks for the Government of Canada; and, the risk of fiscal exposure for Canadian taxpayers.

The work required will support the stabilization of the HR to pay process and systems in order to meet the Government of Canada's obligation to pay employees all wages earned in each pay period and correctly calculate deductions, benefits and pension contributions as set out under the law and in collective agreements with public service bargaining agents.

The pre-selected supplier has proprietary knowledge of the PeopleSoft product's system and technical architecture, the PeopleSoft CEMLI Analysis Tool (PCAT) and the roadmap for PeopleSoft product development. This knowledge is critical to making recommendations on improving the alignment, efficiency and optimization of the government's PeopleSoft applications in the short, medium and long term given the PeopleSoft product development roadmap.

The pre-selected supplier has the broadest access to the PeopleSoft product knowledge base and a North American public sector client base that will allow it to leverage other proven PeopleSoft public sector solutions. This access, knowledge and experience are required to mitigate risks and adopt best practices in defining a comprehensive remedial implementation plan.

The pre-selected supplier has a team of resources led by PeopleSoft professionals. It has more than 23 years' experience as an HR PeopleSoft software product and service provider to the Government of Canada.

The resources have wide experience in PeopleSoft system and technical architecture, the proprietary knowledge of the PeopleSoft product development roadmap and ready access to the extensive PeopleSoft data base on North American public sector application installations. The pre-selected supplier will not require a substantive learning curve to undertake the requirement and complete it within the identified timeframe. Its experience will ensure the required level of knowledge transfer to Crown resources for the operations of the HR to pay Oracle / PeopleSoft applications, and the development of recommendations on certification and training of Government of Canada resources involved in the maintenance of HR and pay Oracle / PeopleSoft applications.

Any Background Intellectual Property owned by the pre-selected contractor as part of its proprietary product knowledge will remain vested in the contractor. The PeopleSoft systems assessment recommendations vest in the Government of Canada.

Suppliers who consider themselves fully qualified and available to meet the specified requirements may submit a statement of capabilities in writing to the Contracting Authority identified in this Notice on or before the closing date of this Notice. The statement of capabilities must clearly demonstrate how the supplier meets the advertised requirements.

The closing date and time for accepting statements of capabilities is September 29th 2017

Inquiries and statements of capabilities are to be directed to:

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