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|  | REQUEST FOR PROPOSAL (RFP) |
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Subject:
ACTUARIAL SERVICES FOR THE EVALUATION OF THE LIABILITY RELATED TO SICK LEAVE BENEFIT

For further details, please refer to the Statement of Work attached as **Annex "A"** of this document.

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|---|---|---------------------------------|
| Issue Date: November 20, 2023 | Closing Date and Time: December 14, 2023, at 11:00 a.m. EST | RFP No: SEN-053 23/24 |
|---|---|---------------------------------|

SENATE OF CANADA INFORMATION

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| <p>For all enquiries the contracting authority is:</p> <p>Contact: Shirley Chartrand Title: Sr. Procurement Advisor Address: 40 Elgin Street, 11th floor Ottawa, ON K1A 0A4, Canada Telephone no: 613-995-8888 X 4 email: Proc-appr@sen.parl.gc.ca</p> | <p>Bids can be delivered by email only to the address of the contracting authority below.</p> <p>email: Proc-Appr@sen.parl.gc.ca</p> <p>PLEASE MARK ALL CORRESPONDENCE WITH THE RFP NUMBER INDICATED ABOVE.</p> |
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BIDDER SIGNATURE BLOCK

The bidder offers and agrees to provide the Senate of Canada, upon the terms and conditions set out herein, including attachments to this document, the services listed herein and on any attachment at the price(s) set out, therefore.

The bidder must have the legal capacity to contract. If the bidder is a sole proprietorship, a partnership or a corporate body, the bidder must provide, if requested by the contracting authority, a statement and any requested supporting documentation indicating the laws under which it is registered or incorporated together with the registered or corporate name and place of business. This also applies to bidders submitting a bid as a joint venture.

| | | | |
|-------------------------|--|-------------|--|
| Name of Firm: | | | |
| Name of Representative: | | | |
| Authorized Signature: | | Date: | |
| Position Title: | | | |
| Email Address: | | | |
| Telephone Number: | | Fax Number: | |



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PART 1 - GENERAL INFORMATION

1. Introduction

This Request for Proposal (RFP) is divided into six (6) parts, four (4) annexes and one (1) appendix, as follows:

Part 1 General Information: provides a general description of the requirement;

Part 2 Bidder Instructions: provides the instructions, clauses and conditions applicable to the RFP;

Part 3 Bid Preparation Instructions: provides bidders with instructions on how to prepare their bid;

Part 4 Evaluation Procedures and Basis of Selection: indicates how the evaluation will be conducted, the evaluation criteria that must be addressed in the bid, and the basis of selection;

Part 5 Resulting Contract Clauses: includes the clauses and conditions that will apply to any resulting contract;

Part 6 Terms of Work and Payment;

Annex "A" Statement of Work (SOW);

Appendix "A" Extract of the guide on conditions of employment for Senate employees;

Annex "B" All-inclusive Pricing and Basis of Payment;

Annex "C" Supplier creation and Direct Deposit Enrollment Form

2. Summary

1. The Senate of Canada (Senate) is seeking to establish a contract with an external Supplier to assist the Senate of Canada in estimating a reasonable liability value related to sick leave benefits as defined in Annex "A" - Statement of Work. **The term of the resulting contract shall be from signature by both parties until May 31, 2027 with two (2) one year option periods.**

3. Debriefings

- I. Bidders may request a debriefing on the results of the RFP process. Bidders should make the request to the contracting authority within **five (5) working days** of receipt of the results of the RFP process. The debriefing may be in writing, by telephone or in person.

4. Bid Submission Language

- I. Submissions will be accepted in either English or French.

5. Process Rules for Negotiation

- I. Bidders must indicate in their proposal what clauses in Part 5 – Resulting Contract Clauses they wish to negotiate



PART 2 – BIDDER INSTRUCTIONS

1. Prelude

- I. The Senate invites bidders to respond to this RFP to provide compensation program review services as described in Annex "A" – Statement of Work (SOW).

2. Signature Requirement

- I. Page 1 of this RFP must be completed, signed, dated and returned with the bidder's mandatory requirements bid thereby providing acknowledgement that they have read, understood and accepted the complete bid package and all addenda issued.
- II. The chief executive officer or a designate who has been authorized to commit the bidder to contracts must sign the RFP.
- III. Failure to sign the cover page may result in the disqualification of the bid.

3. Irrevocable Bids

- I. Bids will remain open for acceptance for a period of not less than **ninety (90) days** from the closing date of the RFP, unless specified otherwise in the RFP.
- II. The Senate reserves the right to seek an extension of the bid validity period from all responsive bidders in writing, and within a minimum of **five (5) days** before the end of the bid validity period. If the extension is accepted by all responsive bidders, the Senate will continue with the evaluation of the bids. If the extension is not accepted by all responsive bidders, the Senate will, at its sole discretion, either continue with the evaluation of the bids of those who have accepted the extension or cancel the bid altogether.

4. Cost Related to the Preparation of Bids

- I. No direct or indirect payment will be made for any costs that may be incurred relative to the preparation or submission of a bid in response to this RFP. All electronic documents shall become the property of the Senate and will not be returned.

5. Joint Venture

- I. A joint venture is an association of two or more parties that combine their money, property, knowledge, expertise or other resources into a single joint business enterprise (sometimes referred as a consortium), to bid together on a requirement. Bidders who bid as a joint venture must indicate clearly that they are doing so as a joint venture and must provide the following information:
 - a. the name of each member of the joint venture;
 - b. the procurement business number of each member of the joint venture;
 - c. the name of the representative of the joint venture, i.e., the member chosen by the other members to act on their behalf, if applicable; and
 - d. the name of the joint venture, if applicable.
- II. If the information is not clearly provided in the bid, the bidder must provide the information on request from the contracting authority.
- III. The bid and any resulting contract must be signed by all the members of the joint venture unless one member has been appointed to act on behalf of all members of the joint venture. The contracting authority may, at any time, require each member of the joint venture to confirm that the representative has



been appointed with full authority to act as their representative for the purposes of the RFP and any resulting contract. If a contract is awarded to a joint venture, all members of the joint venture will be jointly and severally liable for the performance of any resulting contract.

6. Enquiries and Communications

- I. The contracting authority for all enquiries and other communications regarding this RFP is stated on the cover page of this document. All communication or enquiries must be directed **ONLY** to that person. Non-compliance with this condition may, for that reason alone, result in the disqualification of bidder's bid.
- II. RFP enquiries regarding this RFP must be received by email at Proc-Appr@sen.parl.gc.ca by the contracting authority, **no later than December 4, 2023 at 11:00 a.m. EST**. Enquiries received after that time may not be answered. Bidders should reference as accurately as possible the numbered item of the RFP to which the enquiry relates. Care should be taken by bidders to explain each question in sufficient detail in order to enable the Senate to provide an accurate answer. Enquiries that are of a proprietary nature must be clearly marked "proprietary" at each relevant item. Items identified as "proprietary" will be treated as such except when the Senate determines that the enquiry is not of a proprietary nature. The Senate may edit the question(s) or may request that the bidder do so, in order that the proprietary nature of the question(s) is eliminated, and the enquiry can be answered for all bidders. Enquiries not submitted in a form that can be distributed to all bidders may not be answered by the Senate.
- III. To ensure the equality of information among bidders, answers to enquiries which are relevant to the RFP will be posted to all bidders on CanadaBuys without revealing the sources of the enquiry.

7. Provision of False or Incorrect Information

- I. The Senate will reject any bids found to contain false, incorrect or misleading information. It is the responsibility of the bidder to ensure that all information provided is accurate, clear and easily understood. Furthermore, the Senate may refer cases of fraudulent misrepresentation to the Royal Canadian Mounted Police for potential criminal investigation.

8. Price Justification

- I. In the event that only a single responsive bid is received, the bidder must provide any price justification document(s) requested by the Senate. Price justification documents may include one or more of the following:
 - a. a current published price list indicating the percentage discount available to the Senate;
 - b. a copy of paid invoices for similar services provided to other clients;
 - c. a price breakdown showing the cost of direct labour and profit;
 - d. price or rate certifications; or
 - e. any other supporting documentation as requested by the Senate.

9. Conflict of Interest – Unfair Advantage

- I. In order to protect the integrity of the procurement process, bidders are advised that the Senate may reject a bid in the following circumstances:
 - a. if the bidder, any of their affiliates or subcontractors, or any of their respective employees or former employees involved in the preparation of



the RFP in any manner is or was in any situation of conflict of interest or an appearance of conflict of interest;

- b. if the bidder, any of their affiliates or subcontractors, or any of their respective employees or former employees had access to information related to the RFP that was not available to other bidders and that would, in the Senate's opinion, give or appear to give the bidder an unfair advantage.
- II. The experience acquired by a bidder who is providing or has provided the services described in the RFP (or any similar such services) will not, in itself, be considered by the Senate as conferring an unfair advantage or creating a conflict of interest; however, the bidder remains subject to the criteria established above.
 - III. If the Senate intends to reject a bid under this section, the contracting authority will inform the bidder and provide them with an opportunity to make representations before making a final decision. Bidders who are in doubt about a particular situation should contact the contracting authority before bid closing. By submitting a bid, the bidder represents that they do not consider themselves to be in conflict of interest nor to have an unfair advantage. The bidder acknowledges that it is within the Senate's sole discretion to determine if a conflict of interest, unfair advantage or appearance of conflict of interest or unfair advantage exists.

10. Ownership of RFP Documents

- I. This RFP and all supporting documentation have been prepared by the Senate and remain the sole property of the Senate, Ottawa, Canada. The information is provided to the bidder solely for their use in connection with the preparation of a response to this RFP and shall be considered proprietary and confidential information of the Senate. These documents are not to be reproduced, copied, loaned or otherwise disclosed either directly or indirectly to any third party, except to those of the bidder's employees who have a need to know for the preparation of the bidder's response. The bidder further agrees not to use the documents for any purpose other than that for which they are specifically furnished.

11. Funding Approvals

- I. Bidders should note that all contract awards are subject to the Senate's internal approvals process which includes the requirement of obtaining internal approvals should funding requirements exceed internal budgets for any proposed contract. Despite the fact that a bidder may have been recommended for contract award, a contract will only be awarded if internal approval is granted according to the Senate's internal policies. If approval is not granted, a contract cannot be awarded.

12. Applicable Laws

- I. Any resulting contract must be interpreted and governed and the relations between the parties must be determined, by the laws in force in the **Province of Ontario**.

13. Level of Security

- I. In accordance with the Senate Accreditation Policy, a valid security clearance is a condition of any Senate contract and is required for all individuals with whom the Senate may need to share or provide access to sensitive or classified information, assets, or facilities.



- II. The Contractor shall ensure that before any work is undertaken for the Senate, all individuals – including affiliates and subcontractors working on any resulting contract must undergo the Senate’s security screening process and successfully obtain Senate security clearance at the level of “secret” or they must have successfully obtained an equivalent or higher security status under the security policy of another Canadian legislature or governmental institution recognized by the Senate. Any equivalent security status or clearance must be approved by the Senate prior to the initiation of any work.
- III. Individuals who do not hold a valid security clearance at the level of “secret” by a recognized institution must undergo the Senate security screening process and successfully obtain a Senate security clearance at the required level.
- IV. A financial enquiry may be performed as part of the security screening process to assess whether an individual poses a security risk on the basis of financial pressure or history of poor financial responsibility. The inclusion of a financial enquiry in a security screening is determined on a case-by-case basis and is based on the types of duties or tasks being performed by the individual at the Senate.
- V. The Senate reserves the right to raise the required level of a security clearance as needed.



PART 3 – BID PREPARATION INSTRUCTIONS

1. Bid Preparation Instructions

The Senate requests that bidders provide their bid in separate electronic files in a single transmission as follows:

- File I: Mandatory Criteria (one soft copy in PDF format) and page 1 of the RFP signed;
- File II: Technical Bid (one soft copy in PDF format);
- File III: Financial Bid – Annex “B” – All-inclusive pricing and Basis of Payment (one soft copy in PDF format);
- File IV: Annex “C” – Supplier Creation and Direct Deposit Enrollment Form (one soft copy in PDF format);

Bidders must quote the RFP number as part of the subject line in their bid submission.

Prices must appear in the financial bid only. Prices indicated in any other section of the bid will result in the disqualification of the bid.

The Senate will not be responsible for any failure attributable to the transmission or receipt of the emailed bid. The Senate will send a confirmation email to the bidders when the submission is received.

File I: Mandatory Criteria

- I. In the “Mandatory Criteria” section of their bid, bidders should clearly indicate how they meet each of the mandatory criteria outlined in Part 4 – Evaluation Procedures and Basis of Selection.

File II: Technical Bid

- I. In their technical bid, bidders should demonstrate their understanding of the requirements contained in the RFP and explain how they will meet these requirements. Bidders should demonstrate their capability and describe in a thorough, concise and clear manner, their approach to carrying out the work.
- II. The technical bid should address clearly and in sufficient depth the points that are subject to the evaluation criteria against which the bid will be evaluated. Simply repeating the statement contained in the RFP is not sufficient. In order to facilitate the evaluation of the bid, the Senate requests that bidders address and present topics in the order of the evaluation criteria under the same headings. To avoid duplication, bidders may refer to different sections of their bids by identifying the specific paragraph and page number where the subject topic has already been addressed.

File III: Financial Bid - Annex “B” – All-inclusive Pricing and Basis of Payment

- I. All-inclusive pricing must include all requirements as set forth in the RFP.
- II. Bidders must submit their financial bid in Canadian funds, and in accordance with Annex “B” – All-inclusive Pricing and Basis of Payment.



File IV: Annex "C" – Supplier Creation and Direct Deposit Enrollment Form

- I. Bidders must complete, sign and return Annex "C" – Supplier Creation and Direct Deposit Enrollment Form with their bid.



PART 4 – EVALUATION PROCEDURES AND BASIS OF SELECTION

1. Evaluation Procedures

- I. Bids will be assessed in accordance with the entire requirement of the RFP including the mandatory criteria, technical criteria and financial bid.
- II. The Senate will conduct the RFP process in a fair manner and will treat all bidders equally. Objective standards and evaluation criteria will be applied uniformly to all bidders.
- III. An evaluation team composed of representatives of the Senate will evaluate the bids.
- IV. It is the responsibility of a bidder to ensure that their bid is clear and complete. The Senate reserves the right to contact any bidder during the evaluation of bids to obtain clarifications. If the Senate seeks clarification or verification from a bidder about their bid, the bidder will have **two (2) working days** (or a longer period if specified in writing by the contracting authority) to provide the necessary information to the Senate. Failure to meet this deadline will result in the bidder being declared non-responsive, and the bid will receive no further consideration.

2. Mandatory Criteria (Phase 1)

- I. Bidders must ensure full compliance with all the following mandatory requirements. Failure to clearly demonstrate full compliance or to provide supporting documentation will result in the disqualification of the bid.
- II. The bidder must include the “Mandatory Criteria Table” as an appendix in their bid and ensure that the relevant page and paragraph numbers in the bid are indicated in the column entitled “Cross Reference” for all mandatory information that is included.

The mandatory criteria are as follows:

| MANDATORY CRITERIA TABLE | | | |
|--|---|----------------------|------------------------|
| Mandatory Criteria | Submission Requirements | Met / Not Met | Cross Reference |
| <p>M1. Acknowledgement of the SOW</p> <p>The Bidder must state that they have reviewed the SOW and are able to provide the goods and services as outlined in Annex “A” - Statement of Work.</p> | <p>In order to meet this Mandatory requirement, the Bidder must provide:</p> <ul style="list-style-type: none"> • a statement that demonstrates that the Bidder can provide the requested goods and services as outlined in Annex “A” – Statement of Work. <p>All information requested must be provided under Mandatory Criterion (M1) in your submission.</p> <p>Failure to provide the information specified will</p> | | |

| MANDATORY CRITERIA TABLE | | | |
|---|---|---------------|-----------------|
| Mandatory Criteria | Submission Requirements | Met / Not Met | Cross Reference |
| | result in your proposal being given no further consideration. | | |
| <p>M2. Bidder's Representative</p> <p>The Bidder must designate an account manager who will act as the principal point of contact for all matters related to these requested services.</p> | <p>In order to meet this Mandatory requirement, the Bidder must provide the following:</p> <ul style="list-style-type: none"> • Account Manager's full name; • Contact Information (including telephone number and/or e-mail address); • Address. <p>All information requested must be provided under Mandatory Criterion (M2) in your submission.</p> <p>Failure to provide the information specified will result in your proposal being given no further consideration.</p> | | |
| <p>M3. Years of Experience</p> <p>The bidder must demonstrate that actuarial services has been one of their main line of business over the last 10 years.</p> | <p>In order to meet this Mandatory requirement, the Bidder must provide:</p> <p>A description of the background of the company, including the following:</p> <ol style="list-style-type: none"> a) Canadian head office location and registered office(s); b) Brief overview of the company background; c) Number of years in business; d) Number of actuaries; and e) Number of support staff. <p>This information must be provided under Mandatory Criterion (M3) in your submission.</p> <p>Failure to provide the information specified will</p> | | |

| MANDATORY CRITERIA TABLE | | | |
|--|---|---------------|-----------------|
| Mandatory Criteria | Submission Requirements | Met / Not Met | Cross Reference |
| | result in your proposal being given no further consideration. | | |
| <p>M4. Resources Experience</p> <p>The lead consultant must have a minimum of 10 years of experience, during the last 15 years, in providing actuarial services.</p> | <p>In order to meet this Mandatory requirement, the Bidder must:</p> <ul style="list-style-type: none"> • Provide the CV of the lead consultant. <p>All information requested must be provided under Mandatory Criterion (M4) in your submission.</p> <p>Failure to provide this information will result in your proposal being given no further consideration.</p> | | |
| <p>M5. Certification</p> <p>The Bidder must demonstrate that at least one of its proposed resources has one of the following:</p> <ul style="list-style-type: none"> • Proof of membership as a Fellow in good standing of the Canadian Institute of Actuaries or Society of Actuaries; and/or • Proof of authorization to append their names with the initials FCIA (Fellow, Canadian Institute of Actuaries). | <p>In order to meet this Mandatory requirement, the Bidder must:</p> <ul style="list-style-type: none"> • Indicate which team member(s) has/have one of the listed requirements and provide Proof of membership and/or authorization to append the initials after their name. <p>All information requested must be provided under Mandatory Criterion (M5) in your submission.</p> <p>Failure to provide this information will result in your proposal being given no further consideration.</p> | | |
| <p>M6. Past Projects</p> <p>The Bidder must provide a list of two (2) actuarial projects completed within the last three (3) years.</p> <p>The description for each project must include:</p> | <p>In order to meet this Mandatory requirement, the Bidder must provide:</p> <p>The two (2) references which include the following:</p> <ul style="list-style-type: none"> • Client (name of the organization); • Project Lead; | | |

| MANDATORY CRITERIA TABLE | | | |
|--|---|---------------|-----------------|
| Mandatory Criteria | Submission Requirements | Met / Not Met | Cross Reference |
| <ul style="list-style-type: none"> Client (name of the organization); Project Lead; Phone number and/or E-mail address; and Brief history of work performed including the date performed. <p>The Senate of Canada may contact the project lead for each of the two (2) projects completed to confirm that the work was completed in a satisfactory manner.</p> <p>References should be available two (2) weeks after the closing of the RFP.</p> <p>Note: The Senate of Canada cannot be used as a reference.</p> | <ul style="list-style-type: none"> Phone number and/or Email address; and Brief history of work performed including the date performed. <p>All information requested must be provided under Mandatory Criterion (M6) in your submission.</p> <p>Failure to provide this information will result in your proposal being given no further consideration.</p> | | |
| <p>M7 – Insurance</p> <p>The bidder must confirm that should they be the successful bidder, they will be able to provide a certificate of insurance as outlined in Annex “A” – Statement of Work, item 15 – Insurance.</p> <p>This insurance is a condition of contract award. Proof of insurance, in the form of a certificate, must be submitted prior to award of contract.</p> | <p>To meet this mandatory requirement, the bidder must provide:</p> <ul style="list-style-type: none"> A statement indicating compliance with the mandatory criterion. <p>This information must be provided under Mandatory Criterion (M7) in the bidder’s submission.</p> <p>Failure to provide it will result in the bid being given no further consideration.</p> | | |
| <p>M8. Acceptance of resulting contract clauses</p> <p>The bidder must confirm that, should they be the highest ranked Bidder, they agree to accept or negotiate the resulting contract clauses outlined in Part 5 – Resulting Contract Clauses and complete negotiations within ten (10) working days. The negotiation period shall commence from the date the</p> | <p>To meet this mandatory requirement, the bidder must provide:</p> <ul style="list-style-type: none"> A statement indicating compliance with the mandatory criterion; A list of resulting contract clauses you wish to negotiate. <p>This information must be provided under Mandatory</p> | | |



| MANDATORY CRITERIA TABLE | | | |
|---|---|---------------|-----------------|
| Mandatory Criteria | Submission Requirements | Met / Not Met | Cross Reference |
| Senate stipulates to the highest-ranked Bidder, that the negotiation process has commenced. | <p>Criterion (M8) in the bidder's submission.</p> <p>Failure to provide it will result in the bid being given no further consideration.</p> | | |

3. Rated Evaluation Criteria (Phase 2)

- I. Bids that do not clearly meet all the mandatory criteria set forth in this RFP and do not attain a minimum of **67 Points** for the requirements that are subject to the evaluation criteria points rating system will receive no further consideration.
- II. Price is only one criterion in the evaluation of bids. The Senate is seeking best overall value and will evaluate bids on a points-rating system based on evaluation criteria.
- III. The bidder must include the "Points Rated Technical Criterion" table in their bid and ensure that the page and paragraph number in the bidder's appendix are indicated in the column entitled "Cross Reference" for all included rated information.
- IV. Bidders must include all information relating to the criteria in the bidder's Technical Bid. All information contained within the bidder's technical bid must be complete and clear in order to be evaluated. Failure to include all information may result in disqualification of the bid.

The rated evaluation criteria are as follows:

| TABLE B – TECHNICAL EVALUATION CRITERIA | | |
|---|--|-------------------------|
| TECHNICAL MERIT Point-Rated Technical Criterion | Maximum Number of Points Available | Cross-Reference Section |
| <p>R1. Understanding the Requirement</p> <p>The Bidder shall demonstrate their understanding of the requirement outlined in Annex "A" - Statement of work (SOW).</p> | <p>Maximum 20 points</p> <p>0 points: Information provided does not address the criteria.</p> <p>1-5 points: Information provided demonstrates a minimal understanding that is relevant to the stated criteria.</p> <p>6-14 points: Information provided demonstrates understanding for most but not all the elements of the rated criteria.</p> | |

TABLE B – TECHNICAL EVALUATION CRITERIA

| TECHNICAL MERIT Point-Rated Technical Criterion | Maximum Number of Points Available | Cross-Reference Section |
|---|--|-------------------------|
| | <p>15-20 points: Rated criteria is dealt with in depth, information provided demonstrates a full range of in-depth understanding of all of the elements of the rate criteria.</p> | |
| <p>R2. Methodology and Workplan</p> <p>The Bidder shall demonstrate its proposed methodology for completing the actuarial services as described in the SOW (Annex “A” – Statement of work, number 15). Approach and Methodology shall be scored.</p> <p>The Bidder shall also provide a work plan that includes the roles of all team members.</p> | <p>Maximum 25 points</p> <p>0 points: Information provided does not address the criteria.</p> <p>1-5 points: Information provided demonstrates a minimal understanding that is relevant to the stated criteria.</p> <p>5-18 points: Information provided demonstrates understanding of most but not all the elements of the rated criteria.</p> <p>18-25 points: Rated criteria is dealt with in depth, information provided demonstrates a full range of in-depth understanding of all of the elements of the rate criteria.</p> | |
| <p>R3. Bidder References</p> <p>The Bidder shall provide two (2) references where the Bidder has provided actuarial services in evaluating their compensated absences.</p> <p>The Bidder shall provide the following information:</p> <ul style="list-style-type: none"> • Client (name of the organization); • name of Project Manager; • title; • address; • current email address and/or current telephone number; • a brief overview of the project. <p>The Senate of Canada cannot be used as a reference.</p> <p>The Senate of Canada may contact references.</p> | <p>Maximum 30 points</p> <p><u>Each reference submitted shall be rated on 15 points</u></p> <p>0 points: The Reference provided does not validate a similarity to the work requested in the SOW.</p> <p>1-5 points: The Reference provided validates a minimal similarity to the work requested in the SOW.</p> <p>6-10 points: The Reference provided demonstrates a similarity to the work requested in the SOW but not in all aspects.</p> <p>11-15 points: The Reference provided validates a full similarity to the work requested in the SOW.</p> | |

TABLE B – TECHNICAL EVALUATION CRITERIA

| TECHNICAL MERIT Point-Rated Technical Criterion | Maximum Number of Points Available | Cross-Reference Section |
|---|---|------------------------------------|
| <p>R4. Experience of Lead Actuary Consultant</p> <p>The Bidder shall clearly demonstrate the number of years the proposed lead Actuary Consultant has been doing Actuarial services.</p> | <p>Maximum 10 points</p> <p>1 Point per Year the lead Consultant has been performing Actuarial Services.</p> <p>This will be assessed on the CV provided under Mandatory Criterion (M4).</p> | |
| <p>R5. Green Business Practices</p> <p>The Bidder shall demonstrate environmental practices used by their company.</p> | <p>Maximum 5 points</p> <p>0 point: The Bidder does not demonstrate environmental practices used by their company.</p> <p>5 points: The Bidder demonstrates environmental practices used by their company.</p> | |
| <p>R6. Accessibility</p> <p>The Bidder shall outline their company’s accessibility practices.</p> <p>“Accessibility refers to the design of products, devices, services, or environments as to be usable by people with disabilities.”</p> | <p>Maximum 5 points</p> <p>0 point: The Bidder does not demonstrate accessibility practices.</p> <p>5 points: The Bidder demonstrates accessibility practices.</p> | |
| <p>Total of all the point-rated technical criteria</p> | <p>95 points Maximum</p> | |
| <p>Minimum pass mark</p> | <p>67 points required to pass</p> | |

4. Financial Evaluation (Phase 3)

- I. The price of the bid will be evaluated in Canadian dollars, applicable taxes excluded
- II. For bid evaluation and contractor selection purposes only, the evaluated price of a bid will be determined in accordance with the Financial Bid detailed in Annex “B” - All-inclusive Pricing and Basis of Payment.

5. Basis of Selection

A bid must comply with all the requirements of the RFP. If it is determined that a bid does not comply with any of the requirements of the RFP, such bid will be deemed non-responsive and will not be given further consideration.



The evaluation and selection process will be conducted in the following phases:

Phase 1 – Mandatory Criteria

Phase 2 – Technical Merit - Rated Evaluation

Phase 3 – Determination of Highest Ranked Bidder

Phase 1 – Mandatory Criteria

In Phase 1, all bids will be evaluated for their compliance with the mandatory criteria. Any bid that fails to meet any of the mandatory criteria will be deemed non-responsive and will not be given further consideration.

Phase 2 – Technical Merit - Rated Evaluation

In Phase 2, the bids that are deemed responsive in Phase 1 will be evaluated against the rated technical evaluation criteria. If any Phase 2 bid does not obtain the required minimum overall points for the technical evaluation criteria, that bid will not be given further consideration.

Phase 3 – Determination of Highest Ranked Bidders

In Phase 3, a combined evaluation score for those bids deemed responsive in Phases 1 and 2 will be determined in accordance with the following formula:

$$\frac{\text{Technical Bid Score} \times 70\%}{\text{Maximum number of points}} + \frac{\text{Lowest price received} \times 30\%}{\text{Bidder's price}} = \text{Combined Total Score}$$

The Bidder with the highest Total Score will be considered for award of a contract.

In the event of a tie between bids, that is to say when all the factors, including the price, are considered to be equal, a coin toss will be made to determine which bidder will obtain the contract.

6. Timeframe for Negotiations (Phase 4)

- I. The Senate intends to conclude negotiations with the **highest-ranked Bidder** within **ten (10) business days**, commencing from the date the Senate stipulates to the highest-ranked Bidder, that the negotiation process has commenced. The Bidder invited to enter into negotiations should therefore be prepared to provide requested information in a timely fashion and to conduct its negotiations expeditiously.



PART 5 - RESULTING CONTRACT CLAUSES

The following clauses and conditions shall apply to and form part of any contract resulting from this RFP.

1. Appropriate law

- I. This contract shall be interpreted and governed by the laws in force in the Province of **Ontario**.

2. Assignment

- I. This contract shall not be assigned in whole or in part by the contractor without the prior written consent of the Senate and any assignment made without that consent is void and of no effect.
- II. No assignment of the contract shall relieve the contractor from obligations under the contract or impose any liability upon the Senate.

3. Time is of the essence

- I. Time is of the essence in this contract.
- II. Any delay by the contractor in performing their obligations under this contract that is caused by events beyond the contractor's control must be reported in writing to the Senate. This notice shall state the cause(s) and circumstances of the delay. Furthermore, when asked to do so, the contractor shall deliver, in a form satisfactory to the Senate, a "work around plan" that includes alternative sources and any other means that the contractor will utilize to overcome the delay.
- III. Unless the contractor complies with the notice requirements set forth in this contract, any delay that would constitute an excusable delay shall be deemed not to be an excusable delay.
- IV. Notwithstanding that the contractor has complied with the notice requirements, the Senate may exercise any right of termination contained in this contract.

4. Indemnity against claims

- I. Except as otherwise provided in the contract, the contractor shall indemnify and save harmless the Senate from and against any and all claims, damages, losses, costs and expenses that they may at any time incur or suffer as a result or arising out of:
 - a. any injury to persons (including injuries resulting in death) or loss of or damage to property of others that may be alleged to be caused by or suffered as a result of the carrying out of work or any part thereof; and
 - b. any liens, attachments, charges or other encumbrances or claims upon or in respect of any materials, parts, work in progress or finished work delivered to or in respect of which any payments have been made by the Senate.

5. Inspection and acceptance

- I. All reports, deliverables, items, documents, goods and services rendered under this contract are subject to inspection by the project authority or their representative. Should any report, document, good or services not be in accordance with the requirement of the statement of work and to the satisfaction of the project authority or their representative, as submitted, the project authority will have the right to reject it or require its correction at the sole



expense of the contractor before recommending payment. The Senate reserves the right of access to any records resulting from this contract.

6. Termination of contract

- I. The Senate may immediately terminate this contract if the contractor is for any reason unable to provide the services required under this agreement. Any such termination notice shall be given in writing.
- II. The contract may be immediately terminated by the Senate if it is determined that the services provided by the contractor are not satisfactory. Any such termination notice shall be given in writing.
- III. The contract may be terminated by the Senate upon **ten (10) days'** written notice if it is determined that the work, services or goods provided by the contractor, either in whole or in part, are no longer required.
- IV. Either party may terminate this contract upon **ten (10) days'** written notice.

7. Notice

- I. Any notice or other communication may be given in any manner. If it is required to be in writing, any such notice or communication shall be addressed to the party to whom it is intended, at the address in the contract or at the last address at which the sender has received written notice.
- II. Any notice or other communication given in writing in accordance with paragraph 7.I shall be deemed to have been received by either party:
 - a. if delivered personally, on the day it was delivered;
 - b. if forwarded by mail, on the earlier of the day it was received or the sixth day after it was mailed; or
 - c. if forwarded by facsimile or electronic mail, 24 hours after it was transmitted.
- III. Notwithstanding the above, any notice given under "Termination of contract" clause shall be given in writing.

8. Warranties

- I. The contractor warrants that:
 - a. they are competent to perform the work required under this contract and have the necessary qualifications, including the knowledge, skill and ability to perform the work effectively;
 - b. they shall provide under this contract a quality of service at least equal to the quality that contractors generally would expect of a competent contractor in a likesituation;
 - c. they have complete authority to enter into this contract; and
 - d. all work commenced under this contract will be completed in full.

9. Records to be kept by the contractor

- I. The contractor shall keep proper accounts and records of the costs of work, services, and all expenditures or commitments made by them, including the invoices, receipts and vouchers. These accounts and records shall be open to audit and inspection at reasonable times by the authorized representatives of the Senate, who may make copies and take extracts therefrom.



- II. The contractor shall not dispose of the documents referred to herein without the written consent of the Senate, but shall preserve and keep them available for audit and inspection for any period of time that may be specified elsewhere in this contract or, in the absence of such a specification, for a period of two (2) years following the completion of the work.

10. Confidentiality

- I. Any information which is non-public, of a character confidential to the affairs of the Senate of Canada, its members or any of its employees, agents or contractors or proprietary in nature to the Senate or to a third party to which the contractor or any of its employees, or affiliates or subcontractors become privy as a result of services to be performed under this contract shall be treated as confidential during and after the performance of the work.

11. Information Security

- I. The contractor must ensure that all Senate confidential or restricted information provided or generated under this contract is kept in Canada. The contractor must notify the contracting authority if they intend to move the information from Canada. The contractor must not move Senate confidential information from Canada without the prior written consent of the contracting authority.
- II. The contractor must immediately notify the contracting authority of any information or data breach affecting information that is not publicly available and that is received or generated in the performance of this contract, including information or data — whether paper-based or electronic — prepared by the contractor for the benefit of the Senate. The contractor must also cooperate with any investigation by the Senate into an information or data breach.
- III. The Bidder must provide a secure online portal that will allow the Senate Project Authority to securely send (upload) relevant documents and files to the Bidder and to receive (download) documents and files from the Bidder. The Bidder shall apply and maintain technical and administrative security controls to ensure the confidentiality and integrity of all Senate documents and files that are sent, received, and stored in the Bidder's secure portal. The Bidder shall also ensure that any Senate information removed from the portal is commensurately protected to ensure the confidentiality and integrity of all Senate information.

12. Information Management – Destruction of all Senate information upon termination of contract

- I. Subject to subclause 12.II, upon the termination of the contract, the contractor must provide the Senate, in a useable format, all information that is not publicly available and that is received or generated in the performance of this contract, including information or data — whether paper-based or electronic — prepared by the contractor for the benefit of the Senate. Once the Senate confirms receipt of the information, the contractor must dispose of the information and provide the Senate with a certificate of destruction.
- II. If the contractor is subject to legislation — including bylaws or rules of a law society or other self-regulating professional body in Canada — that requires the retention of information until a certain deadline, the contractor may retain information referred to in subclause 12.I until the applicable legislative deadline, at which time they must immediately dispose of the information and provide a certificate of destruction to the Senate.

13. Information Management – Destruction of specific Senate information during the term of the contract



- I. Despite subclause 12.I the contractor must comply with any instruction provided by the contracting authority, during the term of the contract, in relation to the management of specific information that is received or generated by the contractor for the benefit of the Senate.
- II. If the contractor is subject to legislation — including bylaws or rules of a law society or other self-regulating professional body in Canada — that requires the retention of information until a certain deadline, the contractor may retain the information referred to in subclause 13.I until the applicable legislative deadline, at which time they must immediately dispose of any remaining information and provide a certificate of destruction to the Senate.

14. Rules and Regulations

- I. In their operation, the contractor and their employees will comply and abide by all lawful rules and regulations of the Senate that may be established and amended from time to time, provided that no such rules or regulations inhibit the contractor from exercising their rights and duties hereunder.
- II. The contractor further understands that, to ensure fairness, openness and transparency in the procurement process, the commission of certain acts or offences may result in a termination for default under this contract. If the contractor made a false declaration in their bid, makes a false declaration under this contract, or fails to diligently maintain the information herein requested up to date, or if the contractor or any of their affiliates or subcontractors fail to remain free and clear of any acts or convictions specified herein during the period of this contract, any such false declaration or failure to comply may result in a termination for default under this contract. The contractor understands that a termination for default will not restrict the Senate's right to exercise any other remedies that may be available against the contractor and agrees to immediately return any advance payments.

15. Miscellaneous Restrictions

- I. Under no circumstances shall the contractor use any stationery with Senate letterhead to conduct business under this agreement.
- II. It is the intention of the parties that:
 - a. this contract is for the performance of a service or services and that the contractor is engaged as an independent contractor providing services to the Senate; and
 - b. that the contractor's directors, officers, employees, and agents are not engaged as Senate of Canada employees and are not subject to the terms and conditions of employment or privileges applicable to the employees of the Senate of Canada.
- III. No contractor or their staff member(s) can render services or benefit from payments under a contract with the Senate if they are a family member (as defined in the Senate Administrative Rules) of the end user or of someone in a similar position who has influence over the scope of work.

16. Subcontracts

- I. The contractor must obtain the contracting authority's written consent before subcontracting or permitting the subcontracting of any part of the work. A subcontract includes a contract entered into by any subcontractor at any tier to perform any part of the work.



- II. In any subcontract, unless the contracting authority agrees in writing, the contractor must ensure that the subcontractor is bound by conditions compatible with and, in the opinion of the contracting authority, not less favorable to the Senate than the conditions of this contract.
- III. Even if the Senate consents to a subcontract, the contractor is responsible for performing this contract and the Senate is not responsible to any subcontractor. The contractor is responsible for any matters or things done or provided by any subcontractor under this contract and for paying any subcontractors for any part of the work that they perform.

17. No implied obligations

- I. It is the intention of the parties that this agreement is for the provision of services. The contractor is engaged as an independent contractor providing services to the Senate in accordance with this contract. The contractor's directors, officers, employees and agents are not engaged as Senate employees and are not subject to the terms and conditions of employment applicable to the employees of the Senate of Canada.

18. Performance

- I. The contractor shall report on performance under this contract to the Senate in whatever format and frequency that the Senate may require.

19. Amendments to this contract

- I. No person other than the Manager of Procurement Services or their designate can amend this contract in any form. Any changes to the original contract must be made in writing.

20. Ownership of intellectual and other property including copyrights

- I. Documents and information ("work") produced by the contractor in the performance of this contract as well as any copyrights in and to the work, shall vest in and remain the property of the Senate.
- II. Work shall be marked with the following copyright notice: © Senate (year)

21. Conflict of Interest

- I. The contractor declares that they have no pecuniary interest in the business of any third party that would cause a conflict of interest or seem to cause a conflict of interest in carrying out the work. Should such an interest be acquired during the life of this contract, the contractor shall declare it immediately to the Senate.
- II. It is a term of this contract that no former public office holder who is not in compliance with the *Conflict of Interest Act* shall derive a direct benefit from this contract.

22. Discrimination and harassment in the workplace

- I. The contractor declares that they, their directors nor their officers have suffered any judgments in regard to legislation pertaining to discrimination or harassment in the workplace.
- II. If such judgments are made against the contractor, their directors or their officers during the life of this contract, the Senate reserves the right to immediately terminate this contract. In such cases, the Senate shall only be liable for payment for services performed. No other costs or fees shall be due or payable by the



Senate.

23. Health and safety

- I. While working in the Senate workplace, the contractor must comply with the *Senate Policy on Occupational Health and Safety* and the *Senate Guidelines Promoting a Scent-Free Work Environment*. Particularly, this entails
 - a. refraining from or minimizing the use of scented products while in the Senate workplace;
 - b. taking all reasonable measures to protect the health and safety of every employee and any other persons granted access to the workplace for work purpose; and
 - c. not smoking in any buildings or within the vicinity (i.e., within nine (9) metres) of entrances, exits, windows or air intakes of Senate-occupied buildings in the Parliamentary Precinct.

If contractors breach these duties and responsibilities, corrective action will be taken which could include measures up to contract termination. The *Senate Policy on Occupational Health and Safety* and the *Guidelines promoting a scent-free work environment* will be available upon request.

24. Advertisement

- I. The contractor shall not advertise or publicize any work performed to the Senate without prior written consent from the Senate. Any breach of this clause shall be considered to be a breach of confidentiality and will result in the removal of the contractor from Senate source files.

25. Entire Contract

- I. This contract constitutes the entire contract between the parties with respect to the subject matter of this contract and supersedes all previous negotiations, communications and other contracts relating to it unless they are incorporated by reference in this contract.

26. Authorities

- I. Contracting Authority

The contracting authority for this contract is:

Shirley Chartrand
Senior Procurement Advisor
Finance and Procurement Directorate
The Senate of Canada
40 Elgin Street, 11th floor
Ottawa, ON K1A0A4

Telephone: 613-995-8888 x 4
email: Proc-Appr@sen.parl.gc.ca

The contracting authority is responsible for the management of this contract and any changes to this contract must be authorized in writing by the contracting authority. The contractor must not perform work in excess of or outside the scope of this contract based on verbal or written requests or instructions from anybody other than the contracting authority.



II. Project Authority

The project authority for this contract is:

To be determined

The project authority is the representative of the department for whom the work is being carried out under the contract and is responsible for the successful completion of the project. The project authority has the ultimate authority on all aspects for the project.

The project authority has no authority to authorize changes to the scope of the work. Changes to the scope of the work can only be made through a contract amendment issued by the contracting authority.

III. Contractor's Representative

The contractor's representative for this contract is:

Account Manager:

To be determined.

27. Replacement of specific individuals

- I. If specific individuals are identified in the contract to perform the work, the contractor must provide the services of those individuals unless the contractor is unable to do so for reasons beyond their control.
- II. If the contractor is unable to provide the services of any specific individual identified in the contract, it must provide a replacement with equivalent or better qualifications and experience. The replacement must meet the criteria used in the selection of the contractor and be acceptable to the Senate. The contractor must, as soon as possible, give notice to the contracting authority of the reason for replacing the individual and provide the name, qualifications and experience of the proposed replacement.
- III. The contractor must not, in any event, allow performance of the work by unauthorized replacement persons. The contracting authority may order that a replacement stop performing the work. In such a case, the contractor must immediately comply with the order and secure a further replacement in accordance with subsection II. The fact that the contracting authority does not order that a replacement stop performing the work does not relieve the contractor of its responsibility to meet the requirements of the contract.

28. Priority of documents

- I. If there is a discrepancy between the wording of any documents that appear on the following list, the wording of the document that first appears on the list has priority over the wording of any document that subsequently appears on the list.
 - a. the articles of this contract;
 - b. articles of the RFP, including all annexes; and
 - c. the contractor's bid dated (*To be identified upon contract issuance*).

29. Public disclosure

- I. All contracts awarded by the Senate must reflect fairness in the spending of public funds. The Senate is obligated to report on its website, every quarter, all contracts awarded and that have a value of more than \$10,000.00 or whose value has exceeded \$10,000.00 via amendment.



PART 6 – TERMS OF WORK AND PAYMENT

1. Period of the contract

- I. The term of the resulting contract shall be from signature by both parties until March 31, 2027 with two (2) one year option periods.

2. Option to Extend the contract

- I. The contract may be extended for two (2) additional (1) one-year periods at the same terms and conditions. Pricing may be negotiated.
- II. The Senate may exercise this option at any time by sending a written notice to the Supplier at least thirty (30) days before the Contract expiry date. The option may only be exercised by the Contracting Authority, and will be evidenced for administrative purposes only, through a contract amendment.

3. Contract amount

- I. The contractor will be paid for the costs reasonably and properly incurred in the performance of the work, as determined in accordance with the Annex "B" - All-inclusive Pricing and Basis of payment, to a limitation of *(To be determined at contract award)* plus applicable taxes.

4. All-inclusive Pricing and Basis of Payment

- I. In consideration of the contractor satisfactorily completing all of their obligations under the contract, the Contractor will be paid in accordance with percentages specified in Annex "B" - All-inclusive Pricing and Basis of Payment.
- II. The Senate will not entertain any charges that are not specified in Annex "B" - All-inclusive Pricing and Basis of Payment.

5. Invoicing

- I. The contractor will submit a detailed invoice for each key deliverable. The invoice must include, at a minimum, the date(s) the service was performed, the service, number of hours or the cost and the contract reference number and the Business Registration Number (BN) when sales taxes are included and the contract reference number.
- II. The contractor's certified invoice shall be forwarded by post or courier to

by email at: finpro@sen.parl.gc.ca

Or

**The Senate of Canada
Finance and Procurement Directorate
Chambers Building
40 Elgin Street, 11th floor
Ottawa, ON K1A 0A4**

- III. The invoice must be reviewed and signed by the project authority or their delegate before payment is issued.
- IV. Payment by the Senate to the contractor for work shall be made



- a. in the case of a progress payment other than the final payment, within thirty (30) days of the date on which a claim for progress payment is received according to the terms of the contract; or
 - b. in the case of a final payment, within thirty (30) days of the date of receipt of a final invoice for payment, or within thirty (30) days of the date on which the work is completed, or the goods are delivered and accepted, whichever date is later.
- V. If the Senate has any objections to the invoice, written notification of the nature of such objections shall be forwarded to the contractor.

6. Method of payment

- I. Payment will be by direct deposit. The Senate will deposit all payments directly into the contractor's account.
- II. Payments will be addressed and mailed to the name and address indicated on the first page of the contract.

7. Sales tax

- I. The Senate of Canada is exempt from provincial sales taxes.
- II. PST exemption numbers: Ontario 11708174G / Quebec: 10-0813-5602-P
- III. The applicable taxes are not included in the contract amount.
- IV. The Applicable Taxes and Business Registration Number must be listed as a separate line item on all invoices.

8. Interest on overdue accounts

- I. For the purpose of this section:
 - a. an amount is "due and payable" when it is due and payable by the Senate to the Contractor according to the terms and conditions of the contract;
 - b. an amount is "overdue" when it is unpaid on the first day following the day upon which it is due and payable;
 - c. "date of payment" means thirty (30) days from the date of receipt of the invoice at the Senate;
 - d. the "Bank Rate" is the average Bank of Canada discount rate for the previous month, plus 3 per cent (3%);
 - e. the Senate will be liable to pay simple interest, at the Bank Rate, on any amount that is overdue from the day the amount became overdue until the day prior to the date of payment inclusively; however, interest will not be payable, nor will it be paid, unless the amount has been outstanding (unpaid) for more than fifteen (15) days following the due date. Interest will only be paid when the Senate is responsible for the delay in paying the contractor. In the event that the Senate is not responsible for the delay in paying the contractor, no interest will be paid;
 - f. the Senate will not be liable to pay the contractor any interest on unpaid interest.



ANNEX "A" – STATEMENT OF WORK (SOW)

1. Title

Actuarial services for the evaluation of the liability related to sick leave benefit.

2. Objectives

The objective is for a Contractor to provide actuarial services in order to assist the Senate of Canada in estimating a reasonable liability value related to sick leave benefit for inclusion in the audited annual financial statements in compliance with Canadian public sector accounting standards (PSAS) issued by the Public Sector Accounting Board (PSAB).

3. Background

The Senate has approximately 450-500 full-time employees for the Senate administration and between 250-275 full-time employees for the senators' staff that are entitled to sick leave benefit.

Sick leave is a benefit that accumulates but does not vest that is normally paid upon illness. Senate employees, including administration and senators' staff, earn 15 days of sick leave per year, which represents 8.75 hours per month. Senators do not earn sick leave credits. An extract of the guide on conditions of employment for Senate employees is included in Appendix "A".

This benefit is an obligation and thus, needs to be recognized in the Senate financial statements. As of March 31, 2023, the Senate's sick leave benefit liability amounted to \$0.7 million (\$0.6 million in 2022).

The Senate wants to contract an external firm to conduct an actuarial evaluation of the liability related to sick leave benefit as of March 31, 2025, and extrapolation or updated valuations on an annual basis as at March 31st for the duration of this contract.

4. Scope

The Senate of Canada is requesting proposals from experienced qualified firms for the provision of an actuarial valuation of employees accumulated sick leave benefit as of March 31, 2025 in accordance with PSAS PS 3255 – Post-employment benefits, compensated absences and termination benefits.

The Contractor will prepare a report that will contain the results of its valuation. The final valuation report needs to be delivered no later than May 31, 2025.

In addition, the Contractor will produce an extrapolation or updated valuation on an annual basis as at March 31st, for the duration of this contract. This annual report is to be delivered no later than May 31 of each year.

5. Tasks

The Contractor and/or its resource(s) must provide a report for the actuarial valuation of the sick leave benefit liability as of March 31 of each year for the duration of the contract, that would withstand an external audit, including:

- the calculated employee sick leave benefit obligation;
- the calculated sick leave benefit liability value to be recorded in the financial statements, in compliance with PSAS (employee sick leave benefit obligation adjusted of unamortized actuarial gains (losses));
- the assumptions and sufficient information to support the actuarial valuation and liability value;



The deliverables will be submitted electronically to the Project Authority in the format determined by the Project Authority. The deliverables will be provided based on timelines established by the Project Authority.

6. Term

The duration of this contract is for a period of three (3) years from the date of contract award, with two (2) one (1) year option periods to extend the term of the Contract under the same conditions and at the rates indicated in the basis of payment Annex "B":

- FY 2024/25
- FY 2025/26
- FY 2026/27
- FY 2027/28 (option period)
- FY 2028/29 (option period)

7. Travel & Living Expenses

Travel and living expensed shall be included in the prices. There will be no out of pocket costs associated with travel and living expenses paid under the resulting contract.

8. Constraints

The work to be undertaken is to be treated with the strictest confidentiality. The contractor must always safeguard the information by taking all measures reasonably necessary to secure it and protect its integrity and confidentiality. The information must be transferred remotely in a safe manner via an encrypted portal approved by our information security department. If a portal is not available, the data must be transferred on-site via an encrypted USB key. The work itself can be performed outside of the Senate offices. The contractor must provide their own computers/laptops.

9. Client support

The following services and assistance may be provided by the Senate of Canada as determined by the Project Authority:

- Technical documentation; and
- Background material and orientation.

10. Progress Reports

The Senate Administration may request periodic progress reports in person or in writing. In addition, ad hoc meetings may be requested if needed at any time throughout the actuarial valuation process.

11. Deliverables

The Contractor and/or its resource(s) must provide a report for the actuarial valuation of the sick leave benefit liability as of March 31, 2025 by May 31, 2025. The subsequent extrapolation or updated valuation reports, as at March 31st for the duration of this contract, are to be delivered no later than May 31 of each year.

12. Experience and Qualifications

Each Bidder should provide in its proposal:

- a) A description of the actuarial services the Bidder has previously delivered with an emphasis on experience in evaluating compensated absences as outlined by Canadian public sector accounting standards;



- b) A description of the roles and responsibilities of the Bidder and resources who will be involved in providing the deliverables to the Senate of Canada, together with the identity of those who will be performing those roles and their relevant respective expertise and qualifications; and
- c) References of two clients for which the Bidder has provided actuarial services in evaluating their compensated absences liability for the inclusion in the clients' audited financial statements.

13. Approach and Methodology

- a) Provide a full description of the methodology and approach;
- b) Provide a sample standard of actuarial valuation report for a full year and an extrapolation report for years between valuations;
- c) Describe your organization's treatment of confidential information and security of that information, including the location where the information will be stored and how it will be transferred. Describe the encrypted portal used by your organization, if applicable; and
- d) Describe how the organization monitors and controls the quality of work performed.

14. Travel expenses

Travel expenses incurred by the Bidder's resources will not be reimbursed by the Senate of Canada.

15. Insurance

The bidder shall, without limiting its obligations or liabilities herein and at its own expense, provide and maintain the following insurance:

- Comprehensive General Liability in an amount no less than \$1,000,000. CAD per occurrence; including against bodily injury, personal injury and property damage;
- Professional Liability (aka Errors and Omissions Liability) insuring the Bidder's liability resulting from errors and omissions in the performance of professional services under the Contract in an amount not less than \$1,000,000. CAD per occurrence;
- The foregoing insurance shall be primary and not require the sharing of any loss by the Senate of Canada; and
- The Bidder shall provide the Senate of Canada with evidence of all requirement insurance prior to award of Contract.

This insurance is a condition of contract award. Proof of insurance, in the form of a certificate, must be submitted prior to award of contract.



APPENDIX "A" – EXTRACT OF THE GUIDE ON CONDITIONS OF EMPLOYMENT FOR SENATE EMPLOYEES

EXTRACT OF GUIDE OF TERMS AND CONDITIONS OF EMPLOYMENT OF UNREPRESENTED EMPLOYEES WITHIN THE SENATE ADMINISTRATION

ARTICLE 16

SICK LEAVE

Credits

16.01 - An employee shall earn sick leave credits at the rate of eight decimal seven five (8.75) hours for each calendar month for which he receives pay for at least ten (10) days.

Granting of Sick Leave

16.02 - An employee is entitled to sick leave with pay when he is unable to perform his duties because of illness or injury provided that:

(a) he satisfies the Employer of this condition in such a manner and at such a time as may be determined by the Employer;

and

(b) he has the necessary sick leave credits.

* **16.03** – Unless otherwise informed by the Employer, a statement signed by the employee stating that because of illness or injury he was unable to perform his duties shall, when delivered to the Employer, be considered as meeting the requirements of paragraph 16.02(a).

16.04 - Reasonable time off may be granted for employees to give blood when the clinic is on the Employer's premises. Time off may also be granted in cases where an employee with a specific blood type is solicited by an authorized blood agency.

16.05 - When an employee has insufficient or no credits to cover the granting of sick leave with pay under the provisions of clause 16.02, sick leave with pay may, at the discretion of the Employer, be granted to an employee:

(a) for a period of up to twenty-five (25) days if a decision on an application for injury-on-duty leave is being awaited,

or

(b) for a period of up to fifteen (15) days in all other cases,

subject to the deduction of such advanced leave from any sick leave credits subsequently earned.

16.06 - When an employee is granted sick leave with pay and injury-on-duty leave is subsequently approved for the same period, it shall be considered, for the purpose of the record of sick leave credits, that the employee was not granted sick leave with pay.

16.07 - Where, in respect of any period of compensatory leave, an employee is granted sick leave with pay on production of a medical certificate, the period of compensatory leave so displaced shall either be added to the compensatory leave period if requested



by the employee and approved by the Employer or reinstated for use at a later date.

16.08 - A new employee who previously worked for another Employer listed in clause 13.03(b) will be credited with the balance of his sick leave credits with that Employer, in hours, provided the employee can show written evidence of such credits.

CONDITIONS OF EMPLOYMENT FOR THE EXECUTIVE GROUP IN THE SENATE

7 SICK LEAVE

7.1 – Credits

An executive earns sick leave credits at the rate of eight decimal seventy-five (8.75) hours for each month the executive earns seventy (70) hours’ pay.

7.2 – Certification

A medical certificate is required only when requested by the immediate supervisor.

7.-3 – Additional Sick Leave

Where extraordinary circumstances warrant, the Clerk may grant an executive up to one hundred and thirty (130) days’ sick leave with pay in addition to earned but unused sick leave credits already available to the individual. This additional sick leave may only be granted once during an executive’s career and will not be recovered from future sick leave credits.

7.5 – Portability

Unused sick leave credits earned in service with employers listed in the definition of “continuous employment” may be transferred to the Senate if the executive is appointed on an indeterminate basis.

EXTRACT OF GUIDE OF TERMS AND CONDITIONS OF EMPLOYMENT OF SENATORS' STAFF
Summary of Paid and Unpaid Leave for Regular Employees
Senators' staff

| Leave Type | Description | Terms and Conditions |
|------------|---|---|
| Sick leave | Codes: <ul style="list-style-type: none"> ◆ Sick Leave (With Certificate - Paid) ◆ Sick Leave (Without Certificate - Paid) ◆ Sick Leave (Unpaid) | Credits of 8.75 hours are granted per month, as long as the employee is paid at least 70 hours in that month. The credits of part-time employees are prorated according to their weekly hours of work. Accrues monthly and is not given in advance. Carries over on fiscal year end. No limit to carry over, no limit to sick bank. If hired from another government department, an employee may be allowed to bring their pre- existing sick leave credit balance. |



ANNEX "B" – ALL-INCLUSIVE PRICING AND BASIS OF PAYMENT

The Bidder must submit a firm, all-inclusive price for the performance of work. The price submitted must be inclusive of all activities, personnel and equipment to perform the work, customs and duties included, Harmonized Sales Tax excluded.

The pricing must include travel costs if applicable, as there will be no out of pocket costs associated with travel and living expenses associated with this contract.

A total all-inclusive price must be submitted for each report per fiscal year.

The TOTAL including option periods price will be used for evaluation purposes.

| Fiscal Year | Reports | All-inclusive price |
|--------------------------------------|---|----------------------------|
| FY 2024/2025 | Full year actuary valuation report | \$ |
| FY 2025/2026 | Extrapolation/updated valuation report | \$ |
| FY 2026/2027 | Extrapolation/updated valuation report | \$ |
| FY 2027/2028 Option period | Extrapolation/updated valuation report | \$ |
| FY 2028/2029 Option period | Extrapolation/updated valuation report | \$ |
| | | |
| | TOTAL including option periods Applicable taxes extra | \$ |

This extra cost shall not form part of the basis of award.

| Additional reports | All-inclusive price |
|--|----------------------------|
| Additional request throughout each year for additional extrapolation reports if requested. | \$ |
| Applicable taxes extra | |

Company Name: _____

Name of Representative: _____

Signature: _____ Date: _____



ANNEX "C" – SUPPLIER CREATION AND DIRECT DEPOSIT ENROLLMENT FORM



SENATE
SÉNAT
CANADA

FINANCE AND PROCUREMENT DIRECTORATE
DIRECTION DES FINANCES ET DE L'APPROVISIONNEMENT

SUPPLIER CREATION AND DIRECT DEPOSIT ENROLLMENT FORM

| | | |
|--|--|---|
| INSTITUTION – Please select: | SENATE OF CANADA | OFFICE OF THE SENATE ETHICS OFFICER |
| ACTION REQUIRED – Please select: | SUPPLIER CREATION | SUPPLIER MODIFICATION |
| REASON FOR ACTION OR COMMENT: | | |
| | | |
| SECTION 1 – SUPPLIER DETAILS – Please print | | |
| LEGAL NAME _____ | | TELEPHONE _____ |
| REMITTANCE NAME (if different from the legal name) _____ | | SUPPLIER URL ADDRESS (if applicable) _____ |
| ADDRESS | | |
| STREET _____ | | CITY _____ |
| POSTAL CODE _____ | PROVINCE _____ | COUNTRY _____ |
| REMITTANCE ADDRESS (if different from above address) | | |
| STREET _____ | | CITY _____ |
| POSTAL CODE _____ | PROVINCE _____ | COUNTRY _____ |
| CORPORATION: | | TAX-EXEMPT |
| CANADIAN | U.S. | OTHER FOREIGN COUNTRY |
| CONTRACTOR/SOLE PROPRIETOR (INDIVIDUAL CHARGING SALES TAXES) | | Please indicate your HST/GST number |
| | | |
| CONTRACTOR/SOLE PROPRIETOR (INDIVIDUAL IS NOT CHARGING SALES TAXES) | | Please indicate your SOCIAL INSURANCE NUMBER |
| | | |
| SECTION 2 – SUPPLIER PAYMENT DETAILS | | |
| CANADIAN DOLLARS | OTHER CURRENCY _____ (by cheque only) | |
| METHOD OF PAYMENT | | |
| CHEQUE | DIRECT DEPOSIT (C\$ only)* *Please attach a blank cheque with "VOID" written on or other related banking documents (recommended) | SENATE CREDIT CARD |
| DIRECT DEPOSIT EMAIL PAYMENT NOTIFICATION | | |
| EMAIL ADDRESS 1 _____e | | EMAIL ADDRESS 2 _____e |
| SECTION 3 – CONSENT * | | |
| <i>*Note: If a corporation, an authorized signing officer must complete and sign this form.</i> | | |
| <i>I give my consent to the Senate of Canada to pay the invoices for the supplier identified in Section 1 through direct deposit to the financial institution that I have designated using the attached cheque with "VOID" written on it or my other attached related banking documents.</i> | | |
| CONTACT NAME _____ | | TITLE _____ |
| SIGNATURE _____ | | DATE _____ |

For contract or Purchase order please submit this completed and signed form (and supporting documents) to the Procurement Division of the Senate by e-mail to
For invoice please submit this completed and signed form (and supporting documents) by e-mail to