

REQUIREMENT FOR INDIGENOUS PARTICIPATION PLAN

The contract shall include the following:

1. Preamble

The Government of Canada is committed to reconciliation and meaningful engagement with Indigenous Businesses Peoples. Bidders are required to include a plan for meaningful employment, sub-contracting, training, skills development/apprenticeship opportunities for Indigenous Businesses and Peoples throughout the duration of the project.

Meaningful engagement with Indigenous peoples across Canada is a priority of the Federal government and our Departments. Public Service and Procurement Canada has worked successfully in the past to leverage training opportunities, employment, sub-contracting and capacity building for Indigenous Businesses and Peoples and is pleased to continue working collaboratively with Indigenous communities and stakeholders on Federal projects. In particular, the Contractor is expected to:

- To assist in the development of Indigenous workers and businesses that will contribute to the economic development of Indigenous communities.
- Help stimulate Indigenous employment and business development.
- Provide opportunity for Indigenous businesses through sub-contracting and/or joint ventures with the general business community when bidding on tenders.
- Build Indigenous capacity by providing on the job training, skills development/apprenticeship and mentorship.

2. Scope of Document

This document provides details on the Crown's requirements for Indigenous Benefits.

3. Indigenous Participation Plan

Within **(insert time)** after date of Contract Award, the Contractor shall submit to the Crown for approval a finalized Indigenous Participation Plan which is based upon the draft Plan submitted as part of the proposal updated as detailed in paragraph 5.1 below. The Indigenous Participation Plan shall include the following

3.1 Indigenous Benefits Content

The Indigenous Participation Plan shall include a clear statement of the minimum amount of Indigenous Benefits that the Bidder proposes to provide, expressed in dollars and as a percentage of the total contract value. The Indigenous Participation Plan may have other requirements for

the bidder, such as including a clear statement of the minimum hours of direct employment of Indigenous Resources as well as a clear statement of the minimum dollar value of business sourced to Indigenous firms that the Contractor intends to use in carrying out the work. The minimum benefits must not be less than that detailed in the proposal.

3.2 Human Resources Plan

The Indigenous Participation Plan shall include a Human Resources Plan that details how the Contractor or its subcontractor(s) intends to maximize the use of Indigenous employment. The Human Resources Plan shall address how employment of Indigenous people will be managed and shall provide:

- a) Details on the work to be carried out for each position proposed to be filled by an Indigenous person,
- b) Strategies for recruitment of Indigenous persons,
- c) Strategies for retention of Indigenous persons,
- d) Succession planning, and
- e) Staff management.

The Human Resources Plan shall be in sufficient detail to allow the Crown to assess the quality and value of the Indigenous Benefits proposed but also the probability of meeting the objectives contained therein

3.3 Skills Development Plan

The Indigenous Participation Plan shall include a Skills Development Plan that details how the Contractor or its subcontractor(s) intends to maximize the training and skills development of Indigenous persons. The Skills Development Plan shall address the use of

- a) Apprenticeship programs,
- b) Pre-professional programs,
- c) College programs,
- d) On the job training, and
- e) In-house training programs.

The Skills Development Plan shall address how training of Indigenous people will be managed. It shall also address the complexities introduced by the annual cycle of work in the region, the cultural cycles of Indigenous life, the capacity of Contractor's staff to supervise, monitor, support and coordinate trainees as well as the availability of training facilities.

The Skills Development Plan shall be in sufficient detail to allow the Crown to assess the value of the Skills Development proposed but also the probability of meeting the objectives contained therein.

3.4 Indigenous Business Plan

The Indigenous Participation Plan shall include an Indigenous Business Plan that details how the Contractor intends to maximize the use of Indigenous firms. The Indigenous Business Plan shall:

- a) Identify the work intended to be carried out by Indigenous firms, as well as the dollar value of the work,
- b) Detail how business with Indigenous firms will be managed, from developing sources of supply to administration, and
- c) Detail any development of new sources of supply, or new capabilities,

The Plan shall address how the Contractor or its subcontractor(s) intends to work with outside organizations that have experience or mandates in various aspects of contracting with Indigenous people or firms. These organizations include, but are not limited to:

Indigenous Organizations TBD
Crown-Indigenous Relations and Northern Affairs Canada
(Government of Canada)
Indigenous Services Canada (Government of Canada)
Employment and Social Development Canada (ESDC)
Public Services and Procurement Canada (Government of Canada)

If the Contractor has consulted with other organizations, it must present details substantiating that the organization has experience or a mandate related to contracting with Indigenous people or firms.

For a comprehensive list of Indigenous firms, together with information on the goods and services, which they would be in a position to furnish in relation to government contracts, please refer to (insert website link, if applicable) website.

The plan should be in sufficient detail to allow the Crown to develop a clear assessment of the viability of the Indigenous Business Plan.

3.5 Innovative Approaches and Other Measures

The Indigenous Participation Plan shall include other measures that the Contractor or its subcontractor(s) considers relevant. These innovative approaches are any measures that produce Indigenous Benefits and are not covered by previously listed categories. These include, but are not limited to:

- a) Specialized training or programs required for employment onsite,

- b) Other activities related to but not specifically detailed in the Statement of Work,
- c) Participation in careers events, such as high school visits, career presentations and scholarships, and
- d) Community outreach projects to create a positive image.
- e) Innovative approaches that could stimulate economic development of Indigenous communities and contribute to capacity building for Indigenous Businesses and Peoples

The plan should be in sufficient detail to allow the Crown to develop a clear assessment of the viability of the Innovative Approaches and Other Measures Plan.

3.6 Transactions

Each item of Indigenous Benefits shall be detailed in Transaction form, detailing the Benefit, the amount of work involved in terms of dollars and labour, and a description of the lasting value to be achieved.

3.7 Allowable Expenses

The following defines what is allowable as an expense for Indigenous Benefits.

3.7.1 Allowable costs associated with labour carried out by an Indigenous person are direct salaries, benefits (including but not limited to health, pension, and vacation) and other associated costs, which are paid to Indigenous persons or firms

3.7.2 Allowable costs associated with work placed with Indigenous Firms are those costs (including but not limited to direct costs, overhead, G&A and profit) that are not paid to people or firms that are not Indigenous.

3.8 Amendment of Indigenous Participation Plan

At any time during the contract, the Contractor may propose amendments to the Contracting Authority to the Indigenous Participation Plan. Any such proposal must include a justification for the change and a detailed explanation that the change results in Indigenous Benefits that are not reduced in quantity or quality. Canada shall provide comments or agreement within 10 working days. Canada is under no obligation to accept any such proposal regardless of its content or justification.

1. Other Requirements

Equitability

4.1 Quality of the Benefits

While Indigenous participation in the work is a mandatory requirement, it is desirable that this participation be of a lasting, sustainable and meaningful nature. These requirements may be met by the Contractor or by any of its subcontractors.

4.2 Assessment of Benefits

Canada will carry out an annual assessment of the benefits achieved compared against the Indigenous Participation Plan. Canada's review shall be completed within 1 month after receipt of the Annual Report of paragraph 5.2 below.

The assessment shall compare the benefits forecast in each transaction against actual results accomplished by the Contractor or its subcontractor(s). The assessment shall examine each transaction and report on whether or not the transaction was completed and whether or not the objectives of the transaction were accomplished. If any objectives were not met, the report shall, if possible, identify why not.

A draft final assessment shall be provided by Canada to the Contractor for comment within 5 days thereafter. Canada shall review these comments, finalize the Assessment and issue it within 5 days after receiving Contractor's comments.

4.3 Equitability of Benefits

The bidder shall include a summary of any measures taken to ensure that all efforts were taken to provide benefits in an equitable manner.

5. Reporting Requirements

5.1 Yearly Plan Update

The Contractor shall provide Updates to the Indigenous Participation Plan, which add details on the specific transactions that the Contractor proposes to accomplish in the upcoming contract year.

Each Update shall provide details on how each transaction will be carried out, the proposed objectives and schedule, required resources, any dependencies, and what benefits (employment, skills development, or other) will be provided.

The Update shall be submitted to the PSPC Contract Authority for review and comment. PSPC shall provide comments, or approval within 10 calendar days thereafter. The Contractor shall revise and resubmit the Update within 1 week of receipt of PSPC comments. The Updates must be submitted

- a) within (Insert the appropriate number of days) after date of Contract Award
- b) not later than (Insert the annual date, if applicable) of each subsequent year

5.2 Annual Report

The Contractor shall provide annually a detailed report on the Indigenous Benefits accomplished in the preceding year. This report shall be provided to the PSPC Contracting Authority within 1 month after each anniversary of Contract Award.

It shall provide for each Transaction listed in the Indigenous Participation Plan what was actually accomplished, the dollar value of the Indigenous Benefits achieved and an assessment of the quality of the benefit.

5.3 Interim Report

The Contractor shall provide an Interim Indigenous Benefits Report within 6 months after each anniversary of Contract Award. The Interim Report shall provide the same detail as for the Annual Report, but shall also provide a projection on the total benefits anticipated by the end of the year.

5.4 Submission of Documents

The documents detailed above shall be submitted in hard copies (an original plus 2 copies) as well as in electronic format to the PWGSC Contracting Authority.

Requirement for Indigenous Benefits Evaluation

Attachment 1 Instructions to Bidders

1. Instructions

All Bidders must provide as part of their proposal a Draft Indigenous Participation Plan as detailed below.

2. Indigenous Participation Plan

The Indigenous Participation Plan shall be in sufficient detail to allow the Crown to assess the probability that the objectives can be met by the Bidder. The Indigenous Participation Plan shall include the following:

2.1 Indigenous Participation Plan Content

The Bidder shall include a clear statement of the minimum amount of Indigenous Benefits that the Bidder proposes to provide, expressed in dollars and as a percentage of the total contract value. The Indigenous Participation Plan must also include a clear statement of the minimum hours of direct employment of Indigenous Resources as well as a clear statement of the minimum dollar value of business sourced to Indigenous firms that the Bidder proposes to use in carrying out the work. This information shall be broken down into details:

- 2) for the first X years,
- ii) for the X year option and
- iii) for the X year option.

2.2 Human Resources Plan

The Indigenous Participation Plan shall include a Human Resources Plan that details how the Bidder intends to maximize the use of Indigenous employment. The Human Resources Plan shall address how employment of Indigenous people will be managed and shall provide:

- a) Details on the work to be carried out for each position proposed to be filled by an Indigenous person,
- b) Strategies for recruitment of Indigenous persons,
- c) Strategies for retention of Indigenous persons,
- d) Succession planning, and
- e) Staff management.

The Human Resources Plan shall be in sufficient detail to allow the Crown to assess the quality and value of the Indigenous Benefits proposed as well as the probability of meeting the objectives contained in the Bidder's proposal.

2.3 Skills Development Plan

The Indigenous Participation Plan shall include a Skills Development Plan that details how the Bidder intends to maximize the training and skills development of Indigenous persons. The Skills Development Plan shall address the use of:

- a) Apprenticeship programs,
- b) Pre-professional programs,
- c) Post Secondary School programs,
- d) On the job training, and
- e) In-house training programs.

The Skills Development Plan shall address how training of Indigenous people will be managed. It shall also address the complexities introduced by the annual cycle of work in the region, the cultural cycles of Indigenous life, the capacity of Bidder's staff to supervise, monitor, support and coordinate trainees as well as the availability of training facilities.

The Skills Development Plan shall be in sufficient detail to allow the Crown to assess the value of the Skills Development proposed but also the probability of meeting the objectives contained in the Bidder's proposal.

2.4 Indigenous Business Plan

The Indigenous Participation Plan shall include an Indigenous Business Plan that details how the Bidder intends to maximize the use of Indigenous Firms. The Indigenous Business Plan shall:

- a) Identify the work intended to be carried out by Indigenous Firms, as well as the dollar value of the work,
- b) Detail how business with Indigenous Firms will be managed, from developing sources of supply to administration,
- c) Detail any development of new sources of supply, or new capabilities,

The Plan shall address how the Bidder intends to work with outside organizations that have experience or mandates in various aspects of contracting with Indigenous people or firms. These organizations include, but are not limited to:

Indigenous Organizations TBD
Crown-Indigenous Relations and Northern Affairs Canada
(Government of Canada)
Indigenous Services Canada (Government of Canada)
Employment and Social Development Canada (ESDC)
Public Services and Procurement Canada (Government of Canada)

If the Bidder has consulted with other organizations, it must present details substantiating that the organization has experience or a mandate related to contracting with Indigenous people for firms.

The plan should be in sufficient detail to allow the Crown to develop a clear assessment of the viability of the Indigenous Business Plan

2.5 Innovative Approaches and Other Measures

The Indigenous Participation Plan shall include other measures that the Bidder considers relevant, such as but not limited to:

- a) Specialized training or programs required for employment onsite,
- b) Other activities related to but not specifically detailed in the Statement of Work
- c) Participation in careers events, such as high school visits, career presentations and scholarships
- d) Community outreach projects to create a positive image.
- e) Innovative approaches that could stimulate economic development of Indigenous communities and contribute to capacity building for Indigenous Businesses and Peoples

2.6 Transactions

Transactions will not be required as part of Bidder's proposal, but will be required to be submitted after contract award.

3. Mandatory Requirements

3.1 Minimum Value of Indigenous Benefits

Each Bidder must offer Indigenous Benefits, which have a total value of at least X% of the Total Contract Price.

3.2 Indigenous Participation Plan

Each Bidder must provide as part of its proposal an Indigenous Participation Plan that meets all of the requirements detailed above in Para. 2.

3.3 Indigenous Content Certification

Each Bidder must certify the level of Indigenous Content contained in its proposal by signing the Indigenous Content certification at PART X "*Indigenous Content Certification*".

4. Rated Requirements

4.1 Quality of the Benefits

While Indigenous participation in the work is a mandatory requirement, it is a rated requirement that this participation be of a lasting, sustainable and meaningful nature. These requirements may be met by the Contractor or

by any of its subcontractors. Evaluation will take into consideration not only benefits to Indigenous persons, but also to Indigenous firms.

4.2 Assessment of Benefits

Canada will carry out an annual assessment of the benefits achieved compared against the Indigenous Participation Plan. Canada's review shall be completed within 1 month after receipt of the Annual Report (see para. 5.2 above).

The assessment shall compare the benefits forecast in each transaction against actual results accomplished by the Contractor. The assessment shall examine each transaction and report on whether or not the transaction was completed and whether or not the objectives of the transaction were accomplished. If any objectives were not met, the report shall, if possible, identify why not; and provide any lessons learned that can be applied in the future.

A draft final assessment shall be provided by Canada to the Contractor for comment within 5 days thereafter. Canada shall review these comments, finalize and issue the Assessment within 5 days after receiving Contractor's comments.

Attachment 2 - Evaluation Criteria

1. Total Points Available

A total of up to 1000 points will be awarded for Indigenous benefits, consisting of:

- a) Indigenous Content (as detailed below, in sub para. 2)
- b) Quality and Methodology of the Indigenous Participation Plan to be followed (as detailed below in sub para. 3)

2. Indigenous Content

2.1 Dollar Value

Up to 100 points will be awarded for Indigenous Content expressed in Dollar Value proposed, based upon the following:

For Indigenous Content that is less than X% of Total Contract Price – The bid will be considered non-compliant.

For Indigenous Content that is equal to X% of Total Contract Price – Zero points.

For Indigenous Content that is between X% and Y% of Total Contract Price – points will be calculated according to the following:

$$100*(P1-X)/X$$

Where P1 equals the proposed percentage Indigenous Content (Dollar value)

For Indigenous Content that is greater than or equal to Y% of Total Contract Price – 10 points.

2.2 Resources Employed

Up to a further 100 points will be awarded for Indigenous content expressed in resource hours based upon the following:

For Indigenous Content that is less than X% of Total contract labour hours – The bid will be considered non-compliant.

For Indigenous Content that is equal to X% of total contract labour hours – Zero points.

For Indigenous Content that is between X% and Y% of total contract labour hours – points will be calculated according to the following:

$$100*(P2-X)/X$$

Where P2 equals the proposed percentage Indigenous Content (labour hours)

For Indigenous Content that is greater than or equal to Y% of total contract labour hours – 10 points.

3. Indigenous Participation Plan

3.1 General

Up to 800 points will be awarded for the Indigenous Participation Plan, as follows:

- a) For the Human Resources Plan a maximum of 160 points in accordance with Para 3.2 below,
- b) For the Skills Development Plan, a maximum of 320 points in accordance with Para 3.3 below,
- c) For the Indigenous Business Plan, a maximum of 160 points in accordance with Para 3.4 below,
- d) For the Other Measures Plan, a maximum of 160 points in accordance with Para 3.5 below

3.2 Human Resources Plan

3.2.1 Up to 80 points will be awarded based upon an assessment of how achievable the plan is, taking into consideration the Bidder's demonstration of its knowledge and appreciation for the issues involved, the challenges of recruiting Indigenous staff and the challenges of retaining Indigenous staff as follows:

3.2.1.1 Overall Assessment of Human Resources Plan. Up to 20 points will be awarded based upon the following:

- 20 points for a Plan that is assessed as being extremely achievable
- 12 points for a Plan that is assessed as being probably achievable but with some doubt
- 6 points for a Plan that is assessed as being achievable but with significant doubt
- 0 points for a Plan that is assessed as unlikely to be achieved.

3.2.1.2 For Bidder's Knowledge and Appreciation For The Issues Involved, up to 20 points will be awarded based upon the following:

- 20 points if the Bidder has demonstrated an excellent knowledge and appreciation for the issues involved
- 12 points if the Bidder has demonstrated a good knowledge and appreciation for the issues involved

6 points if the Bidder has demonstrated an average knowledge and appreciation for the issues involved
0 points if the Bidder has demonstrated a poor knowledge and appreciation for the issues involved

3.2.1.3 For Bidder's Knowledge and Appreciation of the challenges of recruiting Indigenous staff, up to 20 points will be awarded based upon the following:

20 points if the Bidder has demonstrated an excellent knowledge and appreciation of the challenges of recruiting Indigenous staff

12 points if the Bidder has demonstrated a good knowledge and appreciation of the challenges of recruiting Indigenous staff

6 points if the Bidder has demonstrated an average knowledge and appreciation of the challenges of recruiting Indigenous staff

0 points if the Bidder has demonstrated a poor knowledge and appreciation of the challenges of recruiting Indigenous staff

3.2.1.4 For Bidder's Knowledge and Appreciation of the challenges of retaining Indigenous staff, up to 20 points will be awarded based upon the following:

20 points if the Bidder has demonstrated an excellent knowledge and appreciation of the challenges of retaining Indigenous staff

12 points if the Bidder has demonstrated a good knowledge and appreciation of the challenges of retaining Indigenous staff

6 points if the Bidder has demonstrated an average knowledge and appreciation of the challenges of retaining Indigenous staff

0 points if the Bidder has demonstrated a poor knowledge and appreciation of the challenges of retaining Indigenous staff

3.2.2 Up to 80 points will be awarded based upon an assessment of the quality of the benefits detailed in the Human Resources Plan, taking into consideration the work to be carried out by Indigenous persons as follows:

80 points for a Plan that is assessed as resulting in more than 90% of the Indigenous persons employed obtaining lasting training or skills development.

40 points for a Plan that is assessed as resulting in more than 75% of the Indigenous persons employed obtaining lasting training or skills development.

20 points for a Plan that is assessed as resulting in more than 50% of the Indigenous persons employed obtaining lasting training or skills development.

0 points for a Plan that is assessed as resulting in less than or equal to 50% of the Indigenous persons employed obtaining lasting training or skills development.

3.3 Skills Development Plan

3.3.1 Up to 160 points will be awarded based upon an assessment of how achievable the plan is, taking into consideration the Bidder's demonstration of its knowledge and appreciation for the issues, as follows:

160 points if the Bidder has demonstrated an excellent knowledge and appreciation of the challenges of developing Indigenous skills

100 points if the Bidder has demonstrated a good knowledge and appreciation of the challenges of developing Indigenous skills

80 points if the Bidder has demonstrated an average knowledge and appreciation of the challenges of developing Indigenous skills

40 points if the Bidder has demonstrated a poor knowledge and appreciation of the challenges of developing Indigenous skills

0 points if the Bidder has demonstrated little or no knowledge or appreciation of the challenges of developing Indigenous skills

1.3.2 Up to 160 points will be awarded based upon an assessment of the quality of the benefits detailed in the plan, as follows:

3.3.2.1 For How Lasting the Benefits will be, up to 60 points will be awarded based upon the following:

60 points for a Skills Development Plan that is assessed that is likely to result in very lasting Skills Development for at least 90% of the Indigenous persons involved

40 points for a Skills Development Plan that is assessed that is likely to result in very lasting Skills Development for at least 60% of the Indigenous persons involved

20 points for a Skills Development Plan that is assessed that is likely to result in very lasting Skills Development for at least 25% of the Indigenous persons involved

0 points for a Skills Development Plan that is assessed that is likely to result in very lasting Skills Development for less than 25% of the Indigenous persons involved

3.3.2.2 For the Value to Indigenous Communities, up to 50 points will be awarded based upon the following:

50 points for a Skills Development Plan that is assessed as being extremely likely with only minor doubts to result in Value to Indigenous Communities

35 points for a Skills Development Plan that is assessed as being probably likely, but with some doubts to result in Value to Indigenous Communities

Y points for a Skills Development Plan that is assessed being likely but with some serious doubts to result in Value to Indigenous Communities

0 points for a Skills Development Plan that is assessed being unlikely to result in Value to Indigenous Communities

3.3.2.3 For the Diversity of Training proposed, up to 50 points will be awarded based upon the following:

50 points for a Skills Development Plan that includes training in at least five different areas of expertise

35 points for a Skills Development Plan that includes training in at least four different areas of expertise

Y points for a Skills Development Plan that includes training in at least three different areas of expertise

0 points for a Skills Development Plan that includes training in less than three different areas of expertise

3.4 Indigenous Business Plan

3.4.1 Up to 80 points will be awarded based upon an assessment of how achievable the plan is as follows

3.4.1.1 For Bidder's demonstration of its knowledge and appreciation for the issues involved, up to 50 points will be awarded as follows:

50 points if the Bidder has demonstrated an excellent knowledge and appreciation for the issues involved

30 points if the Bidder has demonstrated a good knowledge and appreciation for the issues involved
20 points if the Bidder has demonstrated an average knowledge and appreciation for the issues involved
0 points if the Bidder has demonstrated a poor knowledge and appreciation for the issues involved

3.4.1.2 For Engagement with organizations that have a mandate or experience in contracting with Indigenous people or firms up to 30 points will be awarded as follows:

30 points if the Bidder has engaged at least five organizations of diverse nature
20 points if the Bidder has engaged at least three organizations, or the organizations engaged are not diverse in nature
Y points if the Bidder has engaged one to three organizations, and the organizations engaged are not diverse in nature
0 points if the Bidder has not engaged any organizations¹

3.4.2 Up to 80 points will be awarded based upon an assessment of the quality of the benefits detailed in the plan, as follows:

3.4.2.1 For the nature and importance of the work to be carried out by Indigenous Firm(s), up to 20 points will be awarded as follows:

20 points will be awarded if the nature and importance of the work to be carried out is assessed to be very high
Y points will be awarded if the nature and importance of the work to be carried out is assessed to be good
10 points will be awarded if the nature and importance of the work to be carried out is assessed to be mediocre
0 points will be awarded if the nature and importance of the work to be carried out is assessed to be very low

3.4.2.2 For the development of new Indigenous sources of supply, up to 30 points will be awarded as follows:

30 points will be awarded if the development of new Indigenous sources of supply is assessed as very meaningful for all Indigenous firms involved

¹ Amendment 011

20 points will be awarded if the development of new Indigenous sources of supply is assessed as very meaningful for at least 66% of the Indigenous firms involved, or meaningful for all Indigenous firms involved

10 points will be awarded if the development of new Indigenous sources of supply is assessed as very meaningful for at least 33% of the Indigenous firms involved, or meaningful for at least 66% of the Indigenous firms involved

0 points will be awarded if the development of new Indigenous sources of supply is assessed as very meaningful for less than 33% of the Indigenous firms involved, or meaningful for less than 66% of the Indigenous firms involved.

3.4.2.3 For How lasting the benefits to Indigenous Firms will be, up to 30 points will be awarded as follows:

30 points will be awarded if the development of new Indigenous sources of supply is assessed as being lasting for all Indigenous firms involved

20 points will be awarded if the development of new Indigenous sources of supply is assessed as being lasting for 66% of the Indigenous firms involved

10 points will be awarded if the development of new Indigenous sources of supply is assessed as being lasting for 33% of the Indigenous firms involved

0 points will be awarded if the development of new Indigenous sources of supply is assessed as being lasting for less than 33% of the Indigenous firms involved

3.5 Other Measures

3.5.1 Up to 80 points will be awarded based upon an assessment of how achievable the Other Measures are, taking into consideration the Bidder's demonstration of its knowledge and appreciation for the issues involved as follows;

3.5.1.1 Up to 50 points will be awarded based upon an assessment of how achievable the Other Measures proposed, based upon the following:

50 points for a Plan that is assessed as being extremely achievable

30 points for a Plan that is assessed as being probably achievable but with some doubt
Y points for a Plan that is assessed as being achievable but with significant doubt
0 points for a Plan that is assessed as unlikely to be achieved.

3.5.1.2 Up to 30 points will be awarded based upon an assessment of the Bidder's demonstration of its knowledge and appreciation for the issues involved, as follows:

30 points if the Bidder has demonstrated an excellent knowledge and appreciation for the issues involved
18 points if the Bidder has demonstrated a good knowledge and appreciation for the issues involved
10 points if the Bidder has demonstrated an average knowledge and appreciation for the issues involved
0 points if the Bidder has demonstrated a poor knowledge and appreciation for the issues involved

3.5.2 Up to 80 points will be awarded based upon an assessment of the quality of the Other Measures proposed, as follows:

80 points will be awarded based upon an assessment that the Other Measures proposed are all of very high quality
60 points will be awarded based upon an assessment that most of the Other Measures proposed are very high quality
40 points will be awarded based upon an assessment that some of the Other Measures proposed are of very high quality
0 points will be awarded based upon an assessment that none of the Other Measures proposed are of very high quality