

VETERANS HEALTH ADMINISTRATION

Dissolution of Professional Standards Boards for Title 38 Occupations and Related Policy Revisions

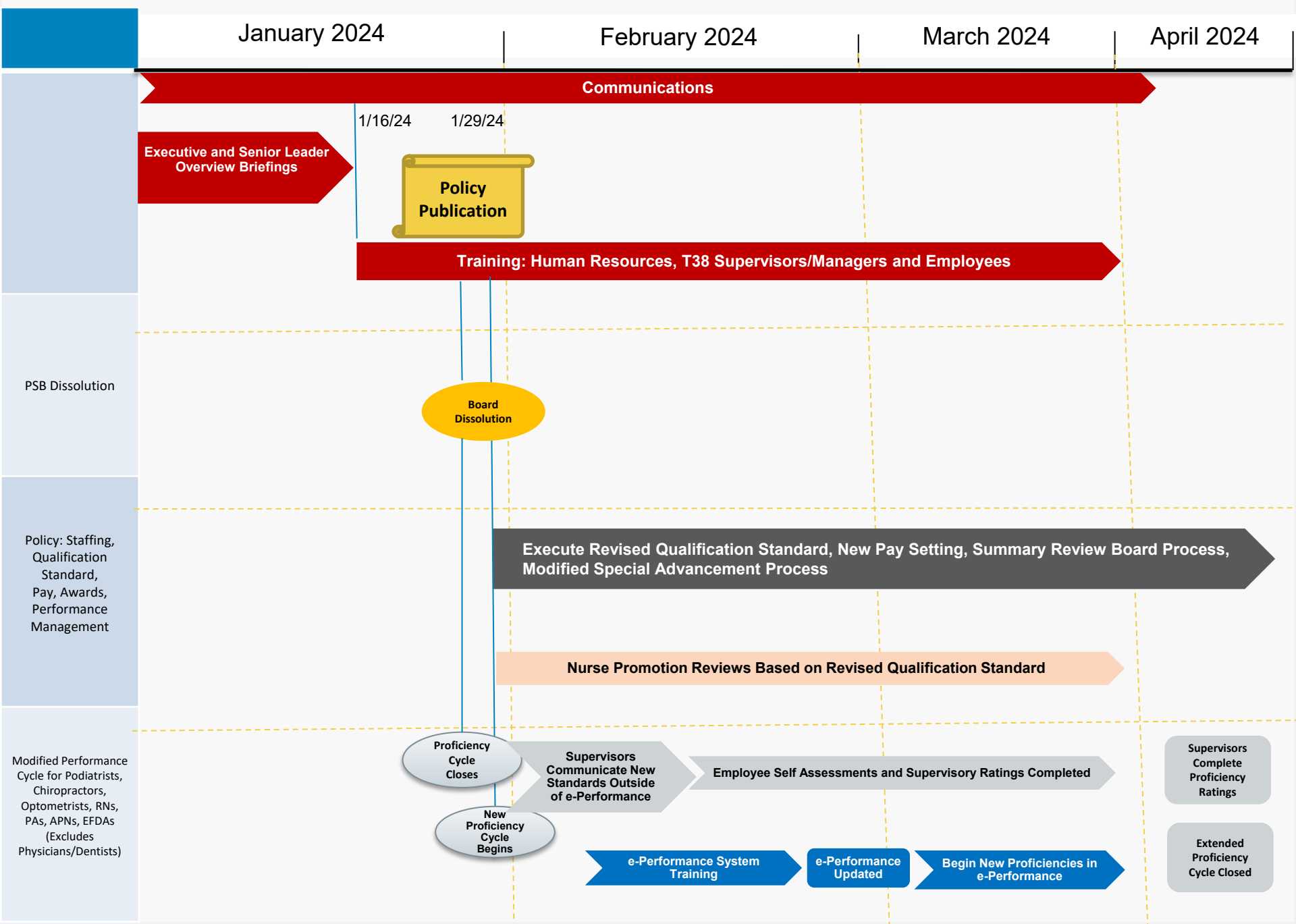


Goals

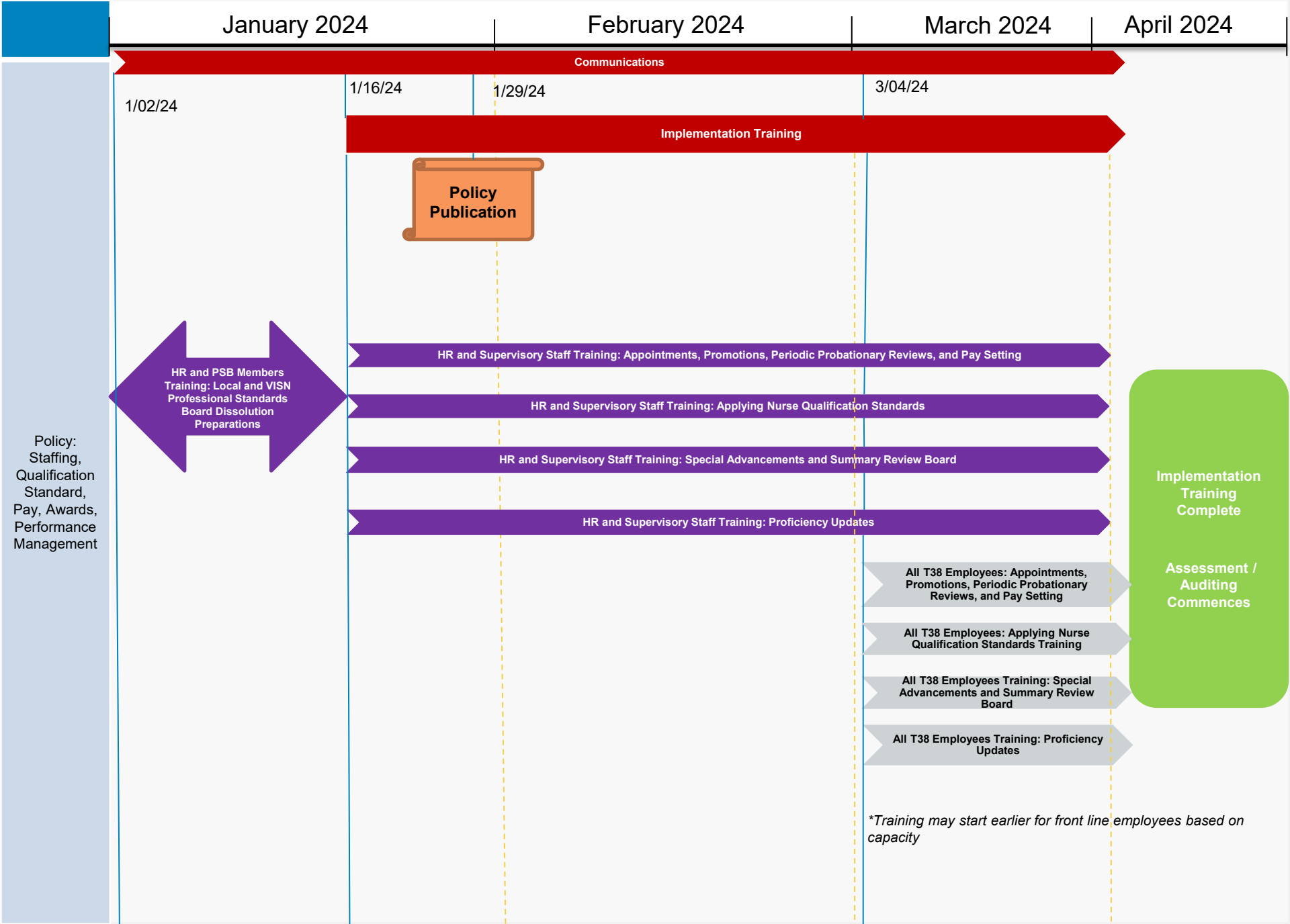


- **Return time spent on Boards to patient care**
- **Align with private sector**
- **Decrease time to hire including reducing the candidate's time in the application process improving the candidate experience**
- **Enhance objectivity of promotion process**
- **Decrease time to approve T38 special advancement awards**
- **Reduce administrative burdens in certain T38 separations**
- **Create consistency with Hybrid Title 38 processes**

Implementation Plan: Title 38 Professional Standards Board Dissolution and Related Policy Revisions



Implementation Plan: Title 38 Professional Standards Board Dissolution and Related Policy Revisions



Policy:
Staffing,
Qualification
Standard,
Pay, Awards,
Performance
Management

HR and PSB Members
Training: Local and VISN
Professional Standards
Board Dissolution
Preparations

Policy
Publication

HR and Supervisory Staff Training: Appointments, Promotions, Periodic Probationary Reviews, and Pay Setting

HR and Supervisory Staff Training: Applying Nurse Qualification Standards

HR and Supervisory Staff Training: Special Advancements and Summary Review Board

HR and Supervisory Staff Training: Proficiency Updates

All T38 Employees: Appointments,
Promotions, Periodic Probationary
Reviews, and Pay Setting

All T38 Employees: Applying Nurse
Qualification Standards Training

All T38 Employees Training: Special
Advancements and Summary Review
Board

All T38 Employees Training: Proficiency
Updates

*Training may start earlier for front line employees based on capacity

Implementation
Training
Complete

Assessment /
Auditing
Commences

Impacted Occupations

- **Physicians**
- **Dentists**
- **Podiatrists**
- **Registered Nurses**
- **Advance Practice Nurses (Nurse Practitioner, Clinical Nurse Specialist, Certified Nurse Mid-Wife, Certified Nurse Anesthetist)**
- **Physician Assistants**
- **Optometrists**
- **Chiropractor**
- **Expanded Function Dental Auxillary**



Impact of Policy Changes

Registered Nurses

- 5005 RN Qualification Standard - Modernize and align dimensions of practice with current professional nursing organization standards; shift to natural progression to NII.
- 5005 – Professional Standards Boards are no longer required to review for appointment or promotion.
- 5007 – Setting pay above step 1 upon appointment requires completion of above the minimum rate of the grade template found in VA Handbook 5007.
- 5013 - Nurses (except APNs) will be rated based on the categories in the new nurse qualification standard in VA Handbook 5005. Rating cycle will be aligned with the fiscal year (October 1 – September 30).
- 5017 – Professional Standards Boards are no longer required to review Special Advancement for Achievement and Special Advancement for Performance awards.
- 5021 – Professional Standards Boards are no longer involved in probationary terminations or suitability reviews for Title 38 employees.

Advance Practice Nurses (Nurse Practitioners, Clinical Nurse Specialists, Certified Nurse Midwives, and Certified Nurse Anesthetists)

- 5005 APN Qualification Standard – New NP, CNS, CNM standards to modernize and align dimensions of practice with current professional nursing organization standards; shift to natural progression to NIII and Nurse IV/V roles; updated CNA standard.
- 5005 – Professional Standards Boards are no longer required to review for appointment or promotion.
- 5007 - Setting pay above step 1 upon appointment requires completion of above the minimum rate of the grade template found in VA Handbook 5007.
- 5013 - Rating cycle will be aligned with the fiscal year (October 1 – September 30).
- 5017 - Professional Standards Boards are no longer required to review Special Advancement for Achievement and Special Advancement for Performance awards.
- 5021 – Professional Standards Boards are no longer involved in probationary terminations or suitability reviews for Title 38 employees.



Impact of Policy Changes

Physicians, Dentists, Podiatrists

- 5005 – Professional Standards Boards are no longer required to review for appointment or promotion.
- 5013 - **Podiatrists** now on fiscal year rating cycle (October 1 – September 30), same as Physicians and Dentists.
- 5017 - Professional Standards Boards are no longer required to review Special Advancement for Achievement and Special Advancement for Performance awards.
- 5021 - Professional Standards Boards are no longer involved in probationary terminations or suitability reviews for Title 38 employees.

Physician Assistants

- 5005 – Professional Standards Boards are no longer required to review for appointment or promotion.
- 5007 – Setting pay above step 1 upon appointment requires completion of above the minimum rate of the grade template found in VA Handbook 5007.
- 5013 – Rating cycle will be aligned with the fiscal year (October 1 – September 30).
- 5017 - Professional Standards Boards are no longer required to review Special Advancement for Achievement and Special Advancement for Performance awards.
- 5021 - Professional Standards Boards are no longer involved in probationary terminations or suitability reviews for Title 38 employees.

Impact of Policy Changes

Chiropractors, Optometrists, Expanded Dental Function Auxiliary

- 5005 - Professional Standards Boards are no longer required to review for appointment or promotion.
- 5007 - Setting pay above step 1 upon appointment requires completion of above the minimum rate of the grade template found in VA Handbook 5007.
- 5013 - Rating cycle will be aligned with the fiscal year (October 1 – September 30).
- 5017 - Professional Standards Boards are no longer required to review Special Advancement for Achievement and Special Advancement for Performance awards.
- 5021 - Professional Standards Boards are no longer involved in probationary terminations or suitability reviews for Title 38 employees.



Appointment Process Overview

BASIC APPOINTMENT PROCESS - PAY SETTING FOR OCCUPATIONS WITH PAY PREVIOUSLY SET BY A BOARD ACTION

Candidate submits completed application package

Hiring Supervisor determines grade based on time in experience, education, and qualification standard; consults with HR and SME, as appropriate

Hiring Supervisor recommends above entry step, in accordance with VA Handbook 5007

Approving official or Designee reviews and finalizes decision

Note: All credentialing and appointment requirements remain in effect and have not changed.



Promotion Process Overview

BASIC PROMOTION PROCESS – OCCUPATIONS WITH REQUIRED ANNIVERSARY DATE OF GRADE REVIEWS

Human Resources (HR) notifies Supervisor when employee meets the basic requirements for promotion

Supervisor requests input from employee, as appropriate

Supervisor reviews input and makes promote/non-promote recommendation

Approving official or Designee reviews and finalizes decision



Questions

