

I'm not just a  
physician assistant.

I'm an integral part  
of Veterans care.

*Kristen, VA Physician Assistant*



Become a VA physician assistant.



Veterans Health  
Administration

# Why VA?

The **best care** starts with the **best opportunities.**

More than a century ago, President Lincoln made a promise to America's servicemen and women, pledging the care and concern of a grateful Nation for the sacrifices they made to preserve freedom. Since 1930, the mission of the Department of Veterans Affairs (VA) has been to keep that promise.

Today, Department of Veterans Affairs has grown into one of the largest, most technologically advanced health care systems in the United States. We have employees who work at more than 153 medical centers, 909 ambulatory and community-based outpatient clinics, 135 nursing homes, and number of other facilities across the country.

**At VA, we strive to provide a professional, supportive environment where our patients, *and you*, can thrive.**



# VA and physician assistants.

**If you're looking for an opportunity to play an essential role in providing Veterans with unparalleled health care, then a career as a VA physician assistant could be for you.**

VA physician assistants enjoy comprehensive career choices, the flexibility to move within the vast VA network, and the freedom to practice wherever an opening exists. VA also features a number of educational and professional programs that allow physician assistants to utilize the full range of their skills.

We offer competitive salaries, first-rate employment benefits, extensive education support, tuition reimbursement programs, and nationwide job transfer opportunities.

If you have an interest in serving those who have served our country, then explore a career as a VA physician assistant.



# The best patients.



There's a certain camaraderie that Veterans share with each other. Whether they're young or old, male or female: those who have served our country enjoy the company of those who have experienced the same. And traditionally, this bond extends to their clinical care team.

From injured active duty personnel to Veterans of all ages, our patients rely on their physician assistants to deliver unique and resourceful treatment, often for complex medical conditions.

VA physician assistants routinely interact one-on-one with Veterans, addressing their questions and concerns, while providing consultation and guidance as part of developing an overall treatment program.

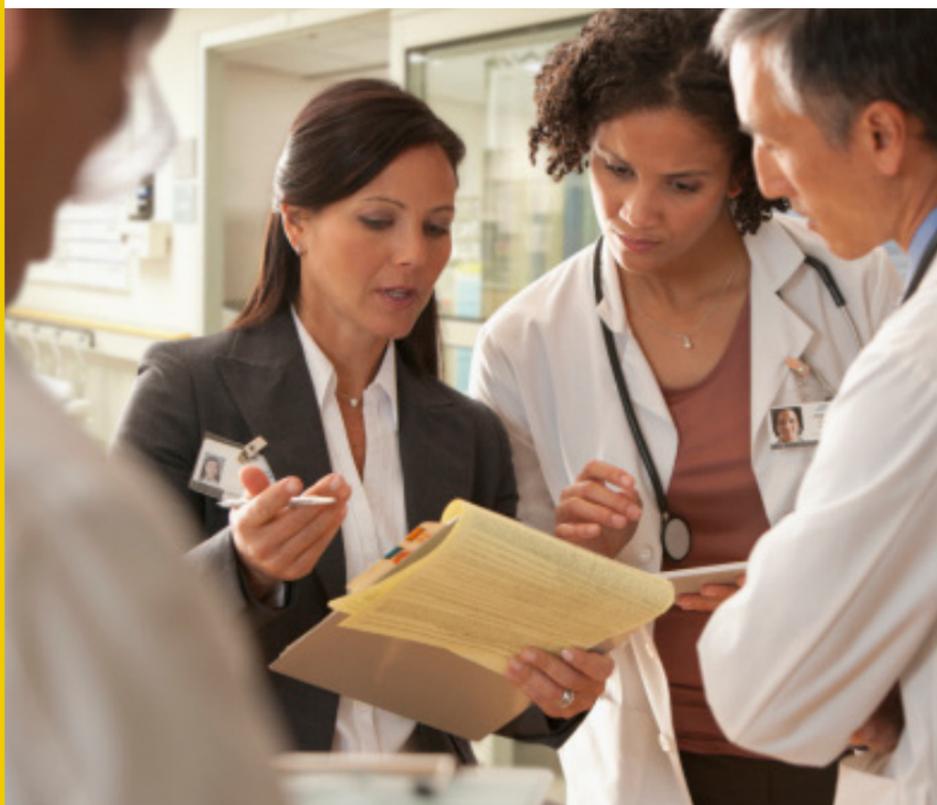
**As a result, our physician assistants often experience a heightened level of appreciation from the Veterans who have served our Nation.**

# The best **networking.**

**When you join VA as a physician assistant, chances are, you'll serve as the first point of contact for our patients. And you'll remain an essential part of the care team, often collaborating with physicians well into the treatment cycle.**

You'll have the opportunity to practice in every VA setting – providing patient care at remote, community-based hospitals and clinics; administering comprehensive primary care; and assisting subspecialty physicians in both outpatient and inpatient settings.

More important, as an employee of the largest health care network in the Nation, you'll have the ability to develop your career by collaborating with—and receiving the support of—physicians, rehabilitation therapists, nurses, and other primary care peers from facilities across our vast, integrated network.



The best **technology.**

Take your career to a **higher level.**

VA takes pride in providing medical centers that feature modern, state-of-the-art equipment and practice settings. And, after years of development, we now have the most comprehensive computerized patient records system (CPRS) in the Nation. It puts each Veteran's medical records, lab results, x-rays, EKGs, and more at the fingertips of the entire patient care team, including physician assistants. That means less time running to the x-ray department, for example, and more time attending patients. And since the system is linked to every VA facility across the country, our physician assistants can use it to make more informed patient decisions.

**We also utilize technology to enhance our physician assistants' professional development. Computer-based networking (mail groups), teleconferences, and online training sessions enable our physician assistants to communicate across the country to learn new information, share research, and exchange best practices.**



# Specialized **training** for specialized **career paths.**

No matter which direction you choose, VA offers a rich environment primed to help develop your professional interests. Affiliated with more than 30 accredited physician assistant education programs, our physician assistants have the ability to train students during their clinical rotations, or help to develop continuing medical education courses in conjunction with these learning institutions.

Physician assistants with an interest in emergency management also find fulfilling opportunities in the various federal disaster management programs in which VA participates. Plus, administrative positions are available at VA for physician assistants looking to pursue that career path.

We also offer career options for physician assistants who are interested in clinical research. We work with the Nation's leading authorities and researchers in medical and subspecialty areas, including stroke, cardiology, and cancer research.

Additionally, VA conducts ongoing research projects involving physician assistants in the areas of neurology, cardiology, urology, and oncology. And as one of the largest health care systems in the Nation, and the single largest employer of physician assistants, we offer access to a wider range of challenging opportunities across the continuum of care, including:

- **Emergency Medicine**
- **Geriatrics**
- **Medical and surgical subspecialties, including:**
- **Mental Health (including substance abuse and major depressive disorder treatment programs)**
- **Occupational Medicine**
- **Primary Care**
- **Rehabilitation (including spinal cord injury and rehabilitation medicine)**

## **MEDICAL**

- **Cardiology**
- **Gastrointestinal**
- **Infectious Diseases**
- **Pulmonary**
- **Renal**

## **SURGICAL**

- **Cardiac**
- **Oncology**
- **Ophthalmology**
- **Orthopedics**
- **Urology**

# Did you know **that VA:**

- Employs more than 1,980 physician assistants
- Provides clinical rotations for many physician assistants across the country through affiliations with accredited PA training programs
- Has achieved industry-leading accreditations from the Commission on Accreditation of Rehabilitation Facilities (CARF) and the Joint Commission on Accreditation of Health Care Organizations (JCAHCO)
- Provides inpatient care to about 750,000 Veterans and manages more than 40 million outpatient visits each year through medical centers and supporting facilities
- Has facilities in all 50 states, U.S. territories, and the District of Columbia
- Is committed to improving patient care through the use of technology, including a computerized patient record system, wireless handheld connectivity, and more
- Works cooperatively with the Department of Defense to provide special care programs to active duty military personnel with spinal cord injuries, traumatic head injuries, and amputations
- Provides medical care backup to military hospitals during national emergencies, and operates command centers to coordinate services through the National Disaster Medical Service during major disasters



**Mobility is just one of the advantages of working for VA. We offer employment opportunities from coast to coast and beyond. So, whether you enjoy living beach side, in a bustling metropolis or in the serene countryside, there's likely a VA facility nearby.**

# The education to **fit in**. The opportunity to **stand out**.

Department of Veterans Affairs recognizes the importance of ongoing education and the benefit it provides to both Veteran patients and employees. We encourage career development for our physician assistants through the following programs (all of which are subject to the availability of funding at each facility):

## **CONTINUING MEDICAL EDUCATION PROGRAMS**

These programs are offered locally and through the VA Employee Education System (EES). Tuition assistance and travel funding for outside CME conferences are often available.

## **TUITION SUPPORT PROGRAM**

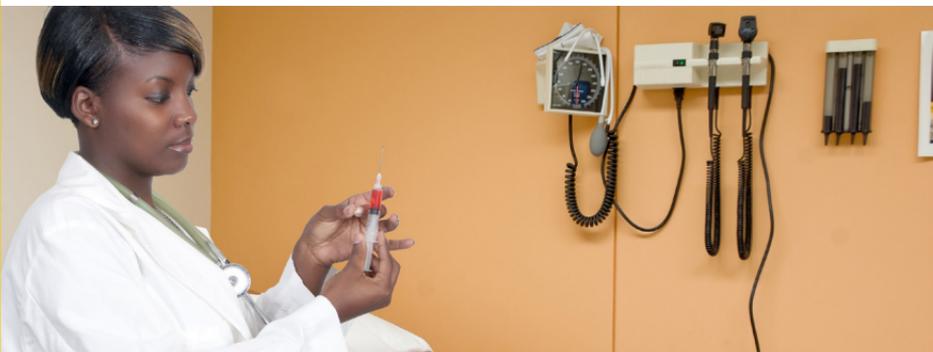
Employees in health care disciplines identified as VA shortage categories are eligible for funding to enroll in job-related advanced degree programs.

## **EDUCATION DEBT REDUCTION PROGRAM (EDRP)**

Reduce your qualifying school loan debt with a VHA loan reimbursement program. To qualify, EDRP must be offered within the recruiting VHA Medical Center's vacancy announcement for a qualifying position that provides patient care services

## **EMPLOYEE INCENTIVE SCHOLARSHIP PROGRAM (EISP)**

This scholarship program allows VHA employees to further their education and obtain degrees qualifying them for health care positions for which recruitment and retention is difficult (such as becoming a physician assistant).



# Better benefits. The best care.

VAs mission is to provide the best possible care for America's Veterans. In return for helping VA achieve this goal, VA offers extensive employment benefits.

## LEAVE AND INSURANCE

- 26 days paid annual (vacation/personal) leave; may accumulate up to 685 hours of paid leave
- 13 days paid annual sick leave; no limit on accumulation of hours
- 10 paid annual Federal holidays
- 15 days paid annual military leave
- Family and Medical Leave Act, which allows employees to take up to 12 weeks of leave for medical reasons, for the birth or adoption/foster care of a child, and for the care of a child, spouse, or parent who has a serious health problem
- Choice of group health insurance plans with the majority of premiums paid by the Federal Government; insurance may become effective as soon as the first full pay period after beginning duty
- Term life insurance with coverage based on salary and with the cost shared by the Federal Government; family and additional coverage options available

## RETIREMENT

Employees are covered by the Federal Employees' Retirement System (FERS). FERS, a three-tier retirement plan, is comprised of Social Security benefits, FERS basic benefits, and the Thrift Saving Plan (TSP). TSP is a tax-deferred savings plan with an automatic base contribution and partial matching of employee contributions by the Federal Government.





### **MOBILITY**

Did you know at VA you could be a physician assistant just about anywhere? VA medical facilities are located in all 50 states, the District of Columbia, Puerto Rico, and the Philippines. Our employees may transfer to any location where there is an available vacancy without loss of benefits and usually no loss in pay. Some VA facilities are also authorized to pay relocation costs in selective cases where a high need is demonstrated to fill a physician assistant position. Multiple licenses are not required.

### **LIABILITY PROTECTION**

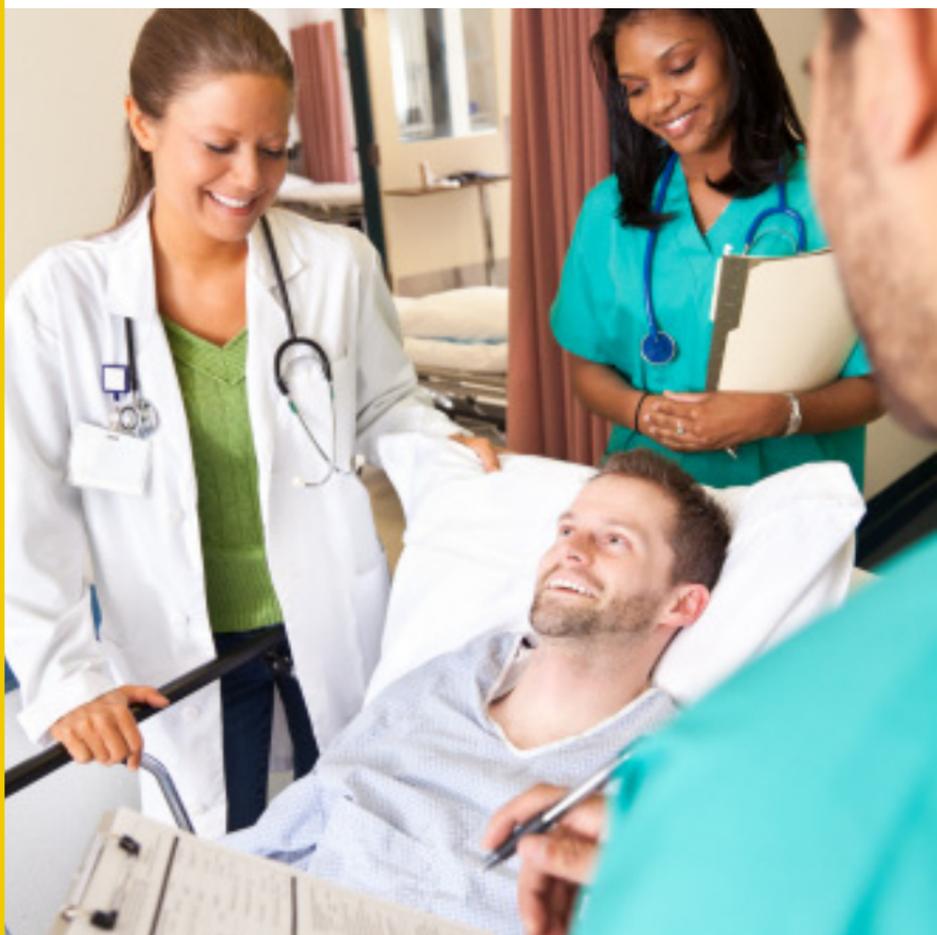
VA physician assistants are protected by the Federal Tort Claims Act when functioning within their federal scope of practice. This statute provides immunity from personal liability for damages arising from medical malpractice or negligence by health care personnel of the Veterans Health Administration (VHA) in furnishing medical care or treatment in the exercise of their official duties in or for VHA.

## AWARDS AND HONORS

VA offers both monetary and honorary recognition for overall superior performance, as well as special or unique achievements. In addition, employees who offer creative solutions to problems or ideas for improving procedures and services can earn substantial monetary awards.

## ADDITIONAL BENEFITS

- Smoke-free and drug-free workplace
- Childcare at some facilities
- Childcare subsidy program
- Free parking at most facilities
- Transit subsidy programs at most facilities
- Credit unions
- Employee association
- Dining facilities and tax-free retail store
- Employee wellness programs

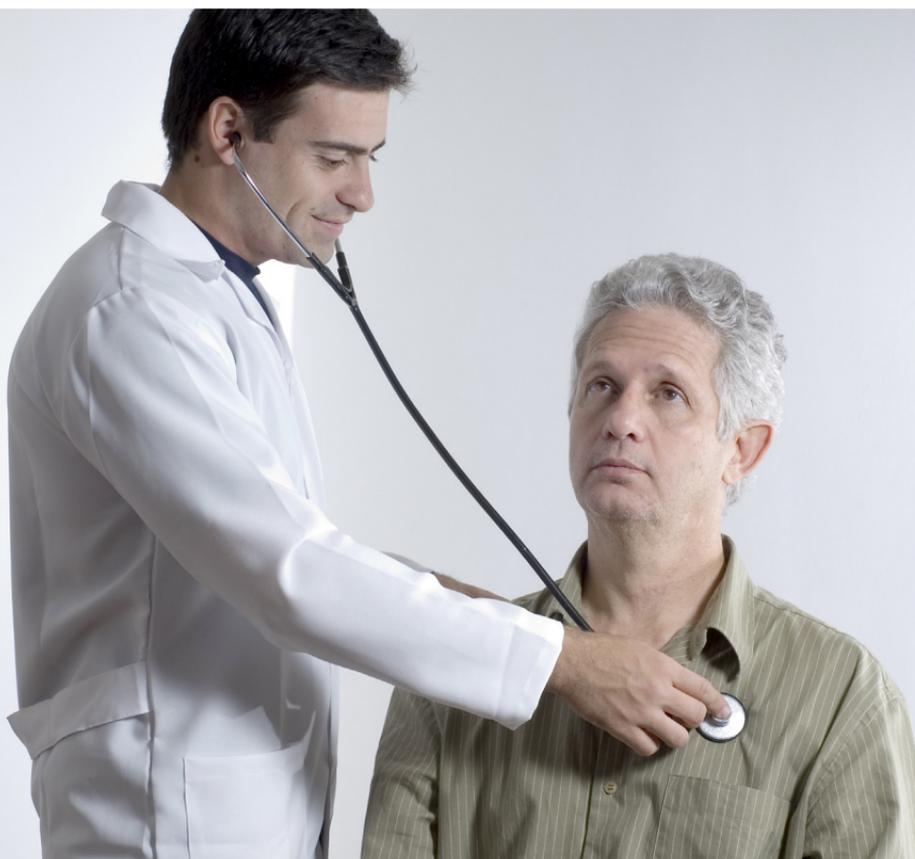


# VA hiring policies.

## QUALIFICATIONS

Minimum qualifications for appointment as a VA physician assistant are:

- U.S. citizenship (non-citizens may be appointed on a temporary basis when qualified citizens are not available)
- Graduation from an ARC-PA accredited physician assistant training program
- PANCE passing score. New graduates must obtain NCCPA certification within two years of graduation and maintain throughout career at VA
- Personal interview
- English language proficiency
- Satisfactory physical examination; may include drug screening
- Holds a current, active, full, and unrestricted license or registration from a state that authorizes PAs to prescribe controlled substances





## **SALARY INFORMATION**

- Starting salaries and grades are based on the nature and extent of professional education, training, and experience of the applicant, as well as on the nature and requirements for which the application is being made
- Special entrance salary rates or special salary rate ranges are in effect at certain locations
- The nationwide physician assistant salary scale increases concurrently with general pay increases for other professional and administrative Federal employees
- VA offers premium pay to physician assistants for overtime, on-call, Saturday, Sunday, night shift, and holiday duty
- Physician assistants are awarded regular increases within each grade based on demonstrated performance. They can be awarded accelerated increases for outstanding performance and achievement
- Physician assistants also receive consideration for promotion to higher grades with correspondingly higher salaries

Call the Human Resources Management Office at your local VA health care facility or visit [VAcareers.va.gov](http://VAcareers.va.gov) to learn more. For more information, call **1-800-949-0002**.

## How to Apply:

# VAcareers.va.gov

VA can take you anywhere you want to live and work. We have facilities in all 50 states, the District of Columbia, and U.S. Territories. So, whether you're a confirmed urbanite, fond of the beach, or in search of peaceful Midwestern landscapes, you can explore VA physician assistant opportunities almost anywhere.

Because hiring decisions are made locally, you should apply directly to the Human Resources Management Office at the VA health care facility where you desire employment consideration. Information about VA physician assistants and application procedures may be obtained from any VA facility.

Veteran employment information can also be obtained by contacting

**[VAplacementservice@va.gov](mailto:VAplacementservice@va.gov)**

The toll-free number is **1-800-949-0002**

Employment information and job applications can also be found on the Internet at

**[VAcareers.va.gov](http://VAcareers.va.gov)**



**Veterans Health  
Administration**



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