As a Veterans Affairs Respiratory Therapist, I’m helping Veterans to breathe easy.

Discover Respiratory Therapist Careers at VA.
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, VA is one of the largest, most technologically advanced health care systems in the United States. We have employees who work at 153 medical centers, 909 ambulatory and community-based outpatient clinics, 135 nursing homes, and a number of other facilities across the country.

At VA, we strive to provide a professional, supportive environment where our patients, and you, can thrive.
If you’re seeking an extraordinary career in respiratory therapy, then VA could be for you.

At VA, respiratory therapists play a key role in the treatment of Veterans with various heart and lung conditions. Working within a dynamic interdisciplinary practice—and equipped with the most advanced technology in the field—our respiratory therapists use specialized knowledge and unique skills to provide accurate diagnoses and effective care. And by doing so, these professionals are able to help improve the lives of America’s heroes.

VA respiratory therapists have a wide range of responsibilities, such as:

- Arterial blood gas analysis
- Cardiac stress testing
- Critical care ventilation
- Emergency oxygen delivery
- Exercise testing and evaluation
- Intubation and cardiopulmonary resuscitation
- Lung expansion therapy
- Oxygen therapy management evaluation
- Pre-operative spirometry
- Pulmonary rehabilitation
- Pulse oximetry
- Secretion clearance therapy
- Sleep lab procedures
- Spinal cord injury treatment

In return, we provide competitive salaries and exceptional benefits, along with the chance to work with some of the world’s finest medical professionals—each and every day.
As the country’s largest integrated health care system, VA offers respiratory therapists a multitude of opportunities across the continuum of care. Our respiratory therapists are needed for acute and critical care, as well as for work with special populations, such as spinal cord injury, traumatic brain injury, and rehabilitation. And, these professionals are given the freedom to practice at any one of our more than 1,400 medical facilities throughout the Nation—with only one active state license. Join us, and see where your talents can take you.
VA recognizes the importance of ongoing education and the benefits it provides to both patients and employees. That’s why we encourage our respiratory therapists to take advantage of the following programs (all of which are subject to the availability of funding at each facility):

**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.

**IN-SERVICE EDUCATION PROGRAMS**
These programs are offered locally through the VA Employee Education System (EES).

**TUITION REIMBURSEMENT PROGRAM**
Full-time VA employees enrolled in any accredited respiratory therapy program may be eligible for tuition reimbursement. Prerequisite courses required for acceptance into a degree program are also funded.

**TUITION SUPPORT PROGRAM**
Employees in health care disciplines identified as VA shortage categories may be eligible for funding to enroll in job-related courses, continuing education courses, and conferences.

**UPWARD MOBILITY TRAINING PROGRAMS**
These programs offer opportunities for employees to advance to higher-level positions within VA (opportunities are offered on a competitive basis).
Did you know that VA:

- Employs more than 1,700 respiratory therapists
- Provides inpatient care to about 600,000 Veterans and manages more than 50 million outpatient visits each year through its medical centers and supporting facilities
- Received patient satisfaction scores higher than those in the private sector health care industry for six consecutive years
- Earned quality scores that exceed the national average, according to three different quality assessment organizations
- Has facilities in all 50 states, the District of Columbia, and U.S. territories
- Offers special training, including cooperative education, for a variety of health care disciplines through affiliations with undergraduate and graduate programs at numerous colleges and universities
- Is committed to improving patient care through the use of technology, including an electronic health record (EHR), wireless technology, a Bar Code Medication Administration system, and more
- Installed an electronic patient record system that is one of the best in the Nation, earning Harvard’s prestigious Innovations in American Government Award
- Provides medical care backup to military hospitals during national emergencies
- 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 beachside, in a bustling metropolis, or in the serene countryside, there’s likely a VA facility nearby.
Better benefits. The best care.

VA’s mission is to provide the best possible care for America’s Veterans. In return for helping us achieve this goal, we offer extensive employment benefits.

LEAVE AND HOLIDAYS
- 13 to 26 days paid annual (vacation/personal) leave, depending on years of service
- 13 days paid annual sick leave
- 10 paid annual Federal holidays
- 15 days paid annual military leave for active reservists and National Guard members
- Family and Medical Leave Act and Family Friendly Leave Act, which allow employees to take up to 12 weeks of annual 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
- Voluntary Leave Transfer Program, which allows other Federal employees to donate annual leave for a medical emergency of an employee or family member

HEALTH AND LIFE INSURANCE
- We offer employees a 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
- We also offer term life insurance with coverage based on salary and with the cost shared by the Federal Government; family and additional coverage options are available
- Long-term care insurance is available as well
RETIREMENT
Our 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 Savings 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
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. Multiple licenses are not required.

LIABILITY PROTECTION
Our employees 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
• Uniform allowance (if applicable)
• Credit Unions
• Flexible spending accounts
• Employee association
• Dining facilities and tax-free retail store
• Employee wellness programs
QUALIFICATIONS
Minimum qualifications for appointment as a VA respiratory therapist are:

- U.S. citizenship (non-citizens may be appointed on a temporary basis when qualified citizens are not available)
- Certification as a CRT by the National Board for Respiratory Care (NBRC) and a registry number or a certificate from another body recognized by the NBRC as its crediting equivalent*
- Personal interview
- English language proficiency (spoken and written)
- Satisfactory physical examination (may include drug screening)

SALARY INFORMATION
- Starting salaries and pay grades for VA respiratory therapists are determined by the duties of the position and the nature and extent of professional education, training, and experience
- Special starting salary rates and special salary rate ranges are in effect at many VA locations
- Respiratory therapists at VA receive regular salary increases within each pay grade based on performance; accelerated increases for outstanding performance or achievement also may be available
- VA respiratory therapists also are periodically considered for promotion to higher pay grades with correspondingly higher salaries
- VA offers premium pay for overtime, on-call, night, Saturday, Sunday, and holiday duty; amounts and percentages may vary, depending on location

*This includes registration based on either (a) having fulfilled the requirements and passed the registry examination administered by the NBRC since 1983, or (b) having fulfilled the requirements and passed the registration examination for a registered inhalation or respiratory therapist administered by (1) the National Board for Respiratory Therapy from July 1974 through 1982 or (2) the American Registry of Inhalation Therapists from 1961 through June 1974.
Call the Human Resources Management Office at your local VA health care facility or visit VAcareers.va.gov to learn more. For more information, call 1-800-949-0002.

How to Apply:

VAcareers.va.gov

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 respiratory therapy programs and application procedures may be obtained from any VA facility.

For additional employment information, you may contact us via e-mail at

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

VA

U.S. Department of Veterans Affairs
Veterans Health Administration

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