Department of Veterans Affairs

An Equal Opportunity Employer

REGISTERED NURSES

VITAL

COMPASSIONATE

DEDICATED

The Best Care

The Best Careers

VA CAREER OPPORTUNITIES

VA – The career you want, the future you deserve

WHY VA?

THE BEST CARE

VA – Keeping the Promise to Those Who Served

The Department of Veterans Affairs (VA) is one of the largest, most technologically advanced health care systems in the United States. Our employees work at 154 medical centers, 875 ambulatory and community-based outpatient clinics, 136 nursing homes, and many other facilities, such as domiciliaries and readjustment counseling centers. 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, VA's mission has been to keep that promise.

THE BEST CAREERS

VA and Nursing

As the Nation's largest employer of nurses, VA offers the best range of practice settings and opportunities. Whether you choose a position in a VA hospital, clinic, nursing home, or other facility, you will be a vital member of our interdisciplinary patient care team framework. And you will have an ability that is unmatched in the private sector to change nursing roles and pursue advancement opportunities throughout your career.

Nurses as providers: First and foremost, VA nurses are care providers. From the bedside to case management, our nurses are responsible for ensuring that our patients receive the best treatment possible. The work is challenging as veterans often require complex care. Today's veterans include a whole new population of patients who are facing polytraumatic injuries that will require care for the rest of their lives.

Nurses as leaders: At the forefront of the Clinical Nurse Leader (CNL) movement, VA employs CNLs who serve as the point person on patient care teams. VA supports nurses pursuing advanced degrees in this specialty by offering scholarship opportunities. VA nurses can also further their careers as nurse executives, nurse educators, or in other leadership roles through a variety of nursing leadership programs, including the Nurse Manager Core Curriculum, Nurse Executive Rotation, and the Nurse Executive Leadership Program.

Nurses as innovators: VA nurses are encouraged to pursue their ideas for improving patient care and patient safety. VA's most rapidly adopted technology, its Bar Code Medication Administration (BCMA) system, was suggested by a VA nurse. Additionally, VA nurses have received awards and recognition from the VA Office of Nursing Services, the Joint Commission and National Quality Forum, the American Nurses Association, and the American Nurses Credentialing Center for their innovations in chronic pain management, spinal cord injuries, wheelchair safety, and reducing falls.

Nurses as researchers: As one of the largest research organizations in the U.S., VA offers funded research opportunities to nurses and clinicians. This research aims to improve patient safety, evaluate care delivery models and nursing systems of care, and determine how best to use these delivery models to implement evidence-based practices.

Consider a career at VA. In return for your hard work and commitment, VA offers its nurses unrivaled scholarship and continuing education programs, competitive salaries, first-rate employment benefits, ample paid leave, and nationwide job transfer opportunities.

THE BEST OPPORTUNITIES

Nurses are essential to VA's ongoing ability to provide the best care to our Nation's veterans. VA nurses have the opportunity to work in the following areas:

- **Direct patient care**
  - Acute care med/surg
  - Ambulatory care
  - Critical care
  - Emergency care
  - Mental health
  - Polytrauma
  - Rehabilitation
  - Specialty services
- **Informatics**
- **Administration**
- **Research**
- **Education**
- **Teaching**
- **Health systems management**

THE BEST SYSTEM

VA fosters a culture of safety for both patients and its nursing staff. It does so through a range of initiatives:

- The VA Nursing Outcomes Database (VANOD) Program is building a national database of nursing-sensitive indicators to support strategic decision making through benchmarking for all care across the continuum.
- VA has embraced Magnet® principles across all sites of care and is supporting the achievement of Magnet designation at VA facilities.
- The Safe Patient Handling and Movement Program is a top VA initiative that focuses on preventing musculoskeletal injuries to nursing staff.
- VA has invested in the cutting-edge technology needed to support its nurses and the entire patient care team, including the Bar Coded Medication Administration system, a computerized patient record system, wireless handheld connectivity, telehealth, and more.
- Many VA facilities offer flexible work schedules, such as four, six, or 12-hour tours.

NBC News

"The VA health care system now offers what several surveys show to be the best medical care in the country."

National Committee for Quality Assurance

"VA outperforms America's best private hospitals in all 17 performance criteria we measure."

Washington Monthly

"VA provides the best care anywhere. Today, they're producing the highest quality care in the country ... [VA] points the way toward solving America's health care crisis."

Did you know that VA:

- Is the largest employer of nurses in the Nation, with more than 61,000 RNs, LPNs/LVNs, and nursing assistants.
- Provides clinical rotations to one out of every four professional nurses in the U.S. through affiliations with nursing schools.
- Recently hired more than 100 nurses from the VA Learning Opportunities Residency (VALOR) program.
- Serves a population of more than 7.8 million veterans, providing inpatient care to about 600,000 veterans and managing more than 57 million outpatient visits each year.
- Treats 70 percent of veteran patients for obesity and one out of five for diabetes. That's why VA is committed to battling these twin threats with the "Healthier U.S. Veterans" program, many components of which are coordinated by VA nurses.
- Has facilities in all 50 states, the District of Columbia, and U.S. Territories.
- 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.

"I was active duty military throughout nursing school, and I knew I wanted to work at VA after I graduated. My assignment to the cardiac step-down unit was intimidating at first, but my orientation was so great, I felt ready for the challenge. But my favorite thing about VA is the veterans. I don't have to read about history, I hear it firsthand!"

— Laurence Wallace, RN

BENEFITS

VA's 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 HOLIDAYS

- Full-time VA nurses earn 26 days of paid annual (vacation/personal) leave each year and may accumulate up to 85 days. Annual leave begins to accrue immediately and can be used as it is earned, with supervisory approval.
- Nurses earn 13 days of sick leave each year with no limit on accumulation.
- There are 10 paid annual Federal holidays.
- The Family and Medical Leave Act and the Family Friendly Leave Act allow employees to balance their work and family lives by taking reasonable amounts 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.
- The Voluntary Leave Transfer Program allows Federal employees to donate annual leave for a medical emergency of an employee or family member.
- Military leave is authorized up to 15 days a year for active reservists and National Guard members.

HEALTH AND LIFE INSURANCE

- VA offers a wide variety of health insurance plans with premiums partially paid by the Federal Government. You may change plans yearly during open season.
- VA employees have the option to use Flexible Spending Accounts, which allow you to set aside tax-free dollars to pay for medical, dental, and vision care expenses that are not reimbursed by your health insurance plan.
- Term life insurance, family, and additional coverage options are available with the cost shared by the Federal Government.
- Long-term care insurance is available as an option.

MOBILITY AND LICENSURE

Where can a nursing career at VA take you? How about anywhere you'd like to live in all 50 states, the District of Columbia, and Puerto Rico. An employee may seek employment at any VA location where there is a vacancy and, if hired, transfer without loss of benefits. Only one active, unrestricted state license is required to practice in a VA facility in any of the above locations.

RETIREMENT

VA Nurses are covered by the Federal Employees Retirement System (FERS). FERS is a three-tier retirement plan composed of Social Security benefits, FERS basic benefits, and the Thrift Savings Plan (TSP). Similar to the 401(k) savings plans widely available in the private sector, the TSP allows employees to tax defer up to a fixed dollar amount of their income each year, subject to the requirements of the Internal Revenue Service. The Federal Government also provides a basic contribution and matching, depending on the amount of the employee contribution. For retired military personnel, these benefits are in addition to full monthly retirement pay or pension. Retirement health care insurance is also available.

LIABILITY PROTECTION

As Federal employees, VA nurses are protected by the Federal Government in instances of alleged malpractice or negligence resulting from the performance of their duties in or for the Veterans Health Administration of the Department of Veterans Affairs. The United States Government accepts responsibility and liability for its employees' negligent or wrongful acts or omissions during the exercise of their official duties. This applies when employees' actions are in accord with the policies of the institution in which they are practicing.

AWARDS AND HONORS

VA bestows both monetary and honorary recognition for superior performance, along with awards for special or unique achievements. Annual VA nursing award programs include the Secretary's Award for Excellence in Nursing, the Secretary's Award for Advancement of Nursing Programs, the Office of Nursing Services Innovation Awards, and National Nursing Awards. In addition, substantial monetary rewards are available to nurses who participate in VA's Employee Suggestion Program.

ADDITIONAL BENEFITS

- Free parking at most facilities
- Smoke-free and drug-free workplace
- Child care at some facilities
- Uniform allowance
- Employee associations
- Annual physical examination
- Employee wellness programs
- Fitness centers at some facilities
- Compensation for attaining national certification in practice area (e.g., oncology nursing, critical care, etc.)
- Compensation for job-related illness and injury
- Credit unions
- Dining facilities and retail store
- Public transit subsidies at some facilities

EDUCATION

EDUCATIONAL OPPORTUNITIES

VA is committed to offering education opportunities throughout a nurse's career, beginning when he or she is in school. These opportunities are designed to enhance participating nurses' knowledge and enable them to deliver better patient care. In addition to clinical rotations for students and extensive orientation programs for all newly hired nurses, VA offers in-service education courses, leadership courses, and National Employee Education Services courses. VA also leads the industry in providing educational assistance and incentive programs that help nurses repay their loans and obtain advanced degrees. (All programs are subject to the availability of funding.)

"I'm honored to have been a VALOR participant. I cannot express the amount of knowledge, teamwork, and hands-on skills I accumulated through the program. I was eager to apply here after graduation and have loved being an employee ever since. The dedication to patient care makes every day a wonderful experience."

—Kristin Gunnell, RN

VA Learning Opportunities Residency (VALOR) – The VALOR program allows outstanding students who have completed the final semester or quarter of their junior year in an accredited baccalaureate nursing program to participate in a paid work experience with a preceptor at an approved VA health care facility.

Education Debt Reduction Program (EDRP) – The EDRP allows VA to provide education loan repayments for recently appointed health care professionals in designated critical or hard-to-fill positions. The education loan(s) must be for courses that led directly to qualifying for the appointed position. This program covers a limited amount of principal and interest on debts over five years (subject to the availability of funding).

National Nursing Education Initiative (NNEI) – The NNEI scholarship is awarded to permanent full- and part-time registered nurses who have worked for VA for at least one year to cover tuition costs and related educational expenses for courses in which they are currently enrolled.

Employee Incentive Scholarship Program (EISP) – This program provides VA nurses with scholarships to further their education and obtain degrees qualifying them for health care positions for which recruitment and retention is difficult.

Tuition Support Program – Employees in health care disciplines that have been 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, on a competitive basis, opportunities to advance to higher-level positions.

HIRING POLICIES

QUALIFICATIONS

Minimum qualifications for appointment as a VA nurse are:

- U.S. Citizenship (non-citizens may be hired on a temporary basis when qualified citizens are not available)
- Graduation from a state-approved and NLN/CCNE accredited school of professional nursing
- Current, full, active, and unrestricted registration as a graduate professional nurse in a State, Commonwealth, or Territory (e.g., Puerto Rico) of the United States and in the District of Columbia
- Successful professional record for experienced nurses
- Personal interview
- Satisfactory physical examination (may include drug screening)
- English language proficiency

SALARY INFORMATION

- VA nurses are compensated according to a Locality Pay System (LPS), in which salary ranges vary according to facility location. The LPS ensures that they are paid competitive rates within each local labor market. Pay is reviewed periodically to ensure competitiveness with salary rates in effect in the local community.
- Starting salaries and pay grades are recommended by a Nurse Professional Standards Board, and are based on the nature and extent of professional education, training, and experience.
- VA offers premium pay to nurses for on-call, weekend, overtime, and holiday duty. Nurses receive 10 percent of their base hourly pay rate for night shifts, 25 percent for weekends, 50 percent for overtime, and double pay for holidays.
- Nurses receive consideration for promotion to higher grades with correspondingly higher salaries as experience requirements and performance standards are met.
- Accelerated increases within each grade may be awarded for length of service, enhanced qualifications or assignment, specialized skills, professional achievements, or high levels of performance.
- Cash bonuses may be authorized for certification, exceptional job performance, or exemplary job achievement.

"Despite the multitude of hospitals needing nurses, I chose to remain with VA. The work environment is great, the benefits are good, and, most of all, it's very fulfilling and rewarding to work with the veterans."

— Deloris A. Currie, RN

URBAN BEAT

COASTAL LIVING

THE HEARTLAND CHOICE

NATIONWIDE OPPORTUNITIES

HOW TO APPLY

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 nursing opportunities.

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

Employment information can also be obtained by contacting the Department of Veterans Affairs, Placement Service, 1555 Poydras Street, Suite 1971, New Orleans, LA 70112. The toll-free number is **1-800-949-0002**. Employment information and job applications can also be found on the Internet at **www.VAcareers.va.gov**.

"Working in the VA health care system has allowed me to travel across the country and expand my horizons with ease. Since 1998, I have worked in both North Dakota and Texas, and have not had to file for a new nursing license. VA scholarship monies, leadership courses, and mentorship opportunities also have enabled me to experience staff nursing, mid-level management, and now unit/clinic management levels."

— **Jami Petry, RN**

vacareers
www.vacareers.va.gov

VA HEALTH CARE FACILITIES

To gain a first-hand view of VA health care, you are invited and encouraged to visit any of our VA Medical Centers or ambulatory and community-based outpatient clinics. Please call or write to arrange an appointment.

Telephone numbers are listed below for each medical center. Also, telephone numbers are listed for every VA facility in local telephone directories under "U.S. Government."

You can also address correspondence to:
Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below).

ALABAMA
Birmingham (35233)
205-933-8101
Montgomery (36109)
334-272-4670
Tuscaloosa (35404)
205-554-2000
Tuskegee (36083)
334-727-0550

ALASKA
Anchorage (99508)
907-257-4700

ARIZONA
Phoenix (85012)
602-277-5551
Prescott (86313)
928-445-4860
Tucson (85723)
520-792-1450

ARKANSAS
Fayetteville (72703)
479-443-4301
Little Rock - Towbin (72114)
501-257-1000
Little Rock - McClellan (72205)
501-257-1000

CALIFORNIA
Fresno (93703)
559-225-6100
Loma Linda (92357)
909-825-7084
Long Beach (90822)
562-826-8000
Los Angeles (90073)
310-478-3711
Palo Alto (94304)
650-493-5000
Sacramento (95655)
916-843-7000
San Diego (92161)
858-552-8585
San Francisco (94121)
415-221-4810

COLORADO
Denver (80220)
303-399-8020
Grand Junction (81501)
970-242-0731

CONNECTICUT
Newington (06111)
860-666-6951
West Haven (06516)
203-932-5711

DELAWARE
Wilmington (19805)
302-994-2511

DISTRICT OF COLUMBIA
Washington (20422)
202-745-8000

FLORIDA
Bay Pines (33744)
727-398-6661
Gainesville (32608)
352-376-1611
Lake City (32025)
386-755-3016
Miami (33125)
305-575-7000
Orlando (32803)
407-629-1599
Tampa (33612)
813-972-2000
West Palm Beach (33410)
561-882-8262

GEORGIA
Augusta (30904)
706-733-0188
Decatur (30033)
404-321-6111
Dublin (31021)
478-272-1210

HAWAII
Honolulu (96819)
808-433-1000

IDAHO
Boise (83702)
208-422-1000

ILLINOIS
Chicago (60612)
312-569-8387
Chicago - North (60064)
847-688-1900
Danville (61832)
217-554-3000
Hines (60141)
708-202-8387
Marion (62959)
618-997-5311

INDIANA
Fort Wayne (46805)
260-426-5431
Indianapolis (46202)
317-554-0000
Marion (46953)
765-674-3321

IOWA
Des Moines (50310)
515-699-5999
Iowa City (52246)
319-338-0581
Knoxville (50138)
641-842-3101

KANSAS
Leavenworth (66048)
913-682-2000
Topeka (66622)
785-350-3111
Wichita (67218)
316-685-2221

KENTUCKY
Lexington (40502)
859-233-4511
Louisville (40206)
502-895-3401

LOUISIANA
Alexandria (71306)
318-473-0010
New Orleans (70112)
504-568-0811
Shreveport (71101)
318-221-8411

MAINE
Augusta (04330)
207-623-8411

MARYLAND
Baltimore (21201)
410-605-7000
Perry Point (21902)
410-642-2411

MASSACHUSETTS
Bedford (01730)
781-678-2000
Brockton (02301)
508-583-4500
Jamaica Plain (02130)
617-232-9500
Leeds (01053)
413-584-4040
West Roxbury (02132)
617-323-7700

MICHIGAN
Ann Arbor (48105)
734-769-7100
Battle Creek (49015)
616-966-5600
Detroit (48201)
313-576-1000
Iron Mountain (49801)
906-774-3300
Saginaw (48602)
989-497-2500

MINNESOTA
Minneapolis (55417)
612-725-2000
St. Cloud (56303)
320-252-1670

MISSISSIPPI
Biloxi (39531)
228-523-5000
Jackson (39216)
601-362-4471

MISSOURI
Columbia (65201)
573-814-6000
Kansas City (64128)
816-861-4700
Poplar Bluff (63901)
573-686-4151
St. Louis (63125)
314-652-4100

MONTANA
Fort Harrison (59636)
406-442-6410

NEBRASKA
Grand Island (68803)
308-382-3660
Lincoln (68510)
402-489-3802
Omaha (68105)
402-346-8800

NEVADA
Las Vegas - North (89036)
702-636-3000
Reno (89520)
702-786-7200

NEW HAMPSHIRE
Manchester (03104)
603-624-4366

NEW JERSEY
East Orange (07018)
973-676-1000
Lyons (07939)
908-647-0180

NEW MEXICO
Albuquerque (87108)
505-265-1711

NEW YORK
Albany (12208)
518-626-5000
Bath (14810)
607-664-4000
Bronx (10468)
718-584-9000
Brooklyn (11209)
718-836-6600
Buffalo (14215)
716-834-9200
Canandaigua (14424)
585-394-2000
Castle Point (12511)
914-831-2000
Montrose (10548)
914-737-4400
New York (10010)
212-686-7500
Northport (11768)
631-261-4400
St. Albans (11425)
718-526-1000
Syracuse (13210)
315-425-4400

NORTH CAROLINA
Asheville (28805)
828-298-7911
Durham (27705)
919-286-0411
Fayetteville (28301)
910-488-2120
Salisbury (28144)
704-638-9000

NORTH DAKOTA
Fargo (58102)
701-232-3241

OHIO
Cincinnati (45220)
513-861-3100
Chillicothe (45601)
740-773-1141
Cleveland (44106)
216-791-3800
Columbus (43203)
614-257-5200
Dayton (45428)
937-268-6511

OKLAHOMA
Muskogee (74401)
918-683-3261
Oklahoma City (73104)
405-270-0501

OREGON
Portland (97207)
503-220-8262
Roseburg (97470)
541-440-1000
White City (97503)
541-826-2111

PENNSYLVANIA
Altoona (16602)
814-943-8164
Butler (16001)
724-287-4781
Coatesville (19320)
610-384-7711
Erie (16504)
814-868-8661
Lebanon (17042)
717-272-6621
Philadelphia (19104)
215-823-5800
Pittsburgh - Heinz Center (15215)
800-309-8398
Pittsburgh - Highland Drive (15206)
800-647-6220
Pittsburgh - University Drive (15240)
866-482-7488
Wilkes-Barre (18711)
877-928-2621

PHILIPPINES
Manila (96515) (FPO AP)
011-632-833-4566

PUERTO RICO
San Juan (00921)
787-641-7582

RHODE ISLAND
Providence (02908)
401-273-7100

SOUTH CAROLINA
Charleston (29401)
843-577-5011
Columbia (29209)
803-776-4000

SOUTH DAKOTA
Fort Meade (57741)
605-347-2511
Hot Springs (57747)
605-745-2000
Sioux Falls (57117)
605-336-3230

TENNESSEE
Memphis (38104)
901-523-8990
Mountain Home (37684)
423-926-1171
Murfreesboro (37129)
615-867-6000
Nashville (37212)
615-327-4751

TEXAS
Amarillo (79106)
806-355-9703
Big Spring (79720)
432-263-7361
Bonham (75418)
903-583-2111
Dallas (75216)
214-742-8387
El Paso (79930)
915-564-6100
Houston (77030)
713-791-1414
Kerrville (78028)
210-896-2020
Marlin (76661)
254-883-3551
San Antonio (78229)
210-617-5300
Temple (76504)
254-778-4811
Waco (76711)
254-752-6581

UTAH
Salt Lake City (84148)
801-582-1565

VERMONT
White River Junction (05009)
802-295-9363

VIRGINIA
Hampton (23667)
757-722-9961
Richmond (23249)
804-675-5000
Salem (24153)
540-982-2463

WASHINGTON
Seattle (98108)
206-762-1010
Spokane (99205)
509-434-7000
Tacoma (98493)
253-582-8440
Walla Walla (99362)
509-525-5200

WEST VIRGINIA
Beckley (25801)
304-255-2121
Clarksburg (26301)
304-623-3461
Huntington (25704)
304-429-6755
Martinsburg (25401)
304-263-0811

WISCONSIN
Madison (53705)
608-256-1901
Milwaukee (53295)
414-384-2000
Tomah (54660)
608-372-3971

WYOMING
Cheyenne (82001)
307-778-7550
Sheridan (82801)
307-672-3473

Learn more online about our VA Health Care facilities at www.VAcareers.va.gov

IB 10-11
P95582
March 2009