NATIONWIDE OPPORTUNITIES

HOW TO APPLY

VA can help you anywhere you want to live and work. We have facilities at 124 sites across the United States, in 12 sites in Puerto Rico, and 25 sites in the District of Columbia, as well as 12 major cities, so whether you're a confirmed urbanite, fond of the beach, or in search of peaceful Midwestern landscapes, you're a confirmed urbanite, fond of the beach, or in search of peaceful Midwestern landscapes. Employment information and job application procedures may be obtained from any VA facility.

Employment information can also be obtained by contacting the Department of Veterans Affairs, Human Resource Management Service, VA Medical Center, 810 Meade Street, Room 400, VA Washington, DC 20420-8000. Telephone numbers are listed below for each medical center. Please call or write to arrange appointments. Telephone numbers are listed for every VA facility in local telephone directories under “U.S. Government.”

To gain a foothold in a VA health care facility, you must apply and interview to any of our VA Medical Centers or veterans' affairs community based outpatient clinics. Please call or write to arrange appointments.

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We are an Equal Opportunity Employer. We invite qualified applicants with disabilities to apply and we will consider reasonable accommodations to help you apply. You can also apply directly to the Nurse Recruiter or Human Resource Management Office at the VA.

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

VA HEALTH CARE FACILITIES
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 37 Veterans Integrated Service Networks, which refers to 22 VISNs and 1 national VA Center for the deployment of health care services. In addition, more than 5.5 million veterans live in VA-operated or affiliated residential care facilities. Since 1930, VA has been committed to meeting the health care needs of America’s veterans. 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 in preserving freedom. Since 1930, VA’s mission has been to keep that promise.

**The BEST CARE**

**VA - Keeping the Promise to Those Who Served**

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: Bedside and Beyond

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 at times, often requiring 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 nurse pursuing advanced degree, in this specialty by offering scholarships 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 nurses quickly adopted technology, such as computer-based medication administration. VA nurses also participate in various research projects throughout the country, such as the VA Office of Nursing Services, the VA Clinical Center, and the National Institute for Nursing Research. VA nurses have received awards and recognition from the VA Office of Nursing Services, the National Institute for Nursing Research, and the American Nurses Association and the American Nurses Credentialing Center for their innovations in chronic pain management, spinal cord injuries, Sunderland Safety, and other fields.

### Nurses as researchers: As one of the largest research organizations in the U.S., VA offers collaborative 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 practice.

Consider a career at VA. In return for your hard work and commitment, VA offers competitive salary and benefits, a comprehensive benefits package including health, dental, vision, and life insurance, paid time off, and a retirement plan.

**WHY VA?**

**THE BEST CARE**

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VA and Nursing

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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.

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 or 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 other insurance.
• 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.

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.)

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

VA Learning Opportunities Residency (VALOR) – The VALOR program allows outstanding students who have completed the first 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.

“Entitled 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 Burwell, RN

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 or 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.

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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.

RETIREE
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.

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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
To gain a firsthand view of VA health care, you are invited and encouraged to visit any of our VA Medical Centers or ambulatory care facilities. Please call or write to arrange appointments.

Telephone numbers are listed below for each medical center, along with telephone numbers to be used by every VA facility in local market areas.

You can also address correspondence to Human Resource Management Service, VA Medical Center, (City), State, Zip Code (Only the last three digits of the zip code are shown).

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