



The
**Best
Care**

The
**Best
Careers**



**Department of
Veterans Affairs**

An Equal Opportunity Employer

VA HEALTH CARE OPPORTUNITIES

VA – The career you want, the future you deserve



The Best Care

The Department of Veterans Affairs (VA) is one of the largest, most technologically advanced health care systems in the United States.

VA is committed to providing veterans with the Best Care. The results speak for themselves:

- Our patient satisfaction scores have been higher than the private sector health care industry for six consecutive years.
- Our quality scores exceed the national average, according to three different quality assessment organizations.
- Our electronic patient record system is one of the best in the Nation, earning Harvard's prestigious Innovations in American Government Award.

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 and provide our veterans with the best care possible.

Today, 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.



The Best Careers

As a VA health care professional, your opportunities are endless.

By working for one of the largest health care systems in the Nation, you'll have a wide range of practice settings, specialization opportunities, and leadership positions at your fingertips. Geography won't even get in your way. Only one active, unrestricted state license is required to practice across our entire health care system.

VA strives to offer employees a better quality of life, both on the job and off. You will be challenged as a member of our interdisciplinary care teams to achieve the most positive patient outcomes possible.

Our care teams practice groundbreaking medicine, often treating patients with injuries rarely seen in the private sector. Additionally, VA invests in some of the most advanced medical technologies, including our lauded electronic patient record system and Bar Code Medication Administration system.

In return for our employees' dedication to exceptional patient care, we offer a robust benefits package that's unmatched in the private sector. More details about VA benefits can be found inside.



The Best Benefits

At VA, your benefits include:

- More than 300 career fields available
- 13 to 26 vacation days per year and 13 sick days per year
- Nationwide job transfer opportunities
- Education support and student debt reduction
- Flexible scheduling
- A variety of health and life insurance options

Exceptional Education Support

Continuous learning is essential to medical professionals' ability to provide top-notch patient care. VA understands that and encourages our employees to pursue higher education by offering one of the most robust, comprehensive education support programs in the Nation.

General Programs

- **Employee Incentive Scholarship Program (EISP):** EISP is a scholarship awarded to full- and part-time VA employees who are currently enrolled in or accepted to an accredited education program. The scholarship covers tuition costs and related expenses.
- **Education Debt Reduction Program (EDRP):** Recently appointed health care professionals in hard-to-fill occupations may be eligible for an award of up to \$49,585 over five years. EDRP money may be used to repay loans acquired while pursuing the degree that led to qualification for the appointed position.
- **VA National Education for Employees Program (VANEEP):** This program offers salary replacement money to VA employees who are enrolled full-time in an approved education program. VANEEP participants agree to work at their VA facility during academic breaks and, in return, receive full salary and payment for education costs, including tuition, books, and certain fees.
- **Tuition Support Program:** This program funds job-related courses, continuing education courses, and conferences for employees in shortage category professions.

Nursing Programs

- **National Nursing Education Initiative (NNEI):** NNEI is a scholarship awarded to permanent full- and part-time VA nurses seeking bachelor's degrees in nursing from an authorized, accredited education program. NNEI money



may also be used to pursue other advanced degrees in nursing or related fields.

Student Programs

- **VA Learning Opportunities Residency (VALOR):** This program allows students who have completed their junior year in an accredited clinical program to gain experience at a VA facility. Recently, more than 100 newly hired VA nurses were in the graduating class of VALOR participants.
- **Student Educational Employment Program (SEEP):** This program offers Federal employment opportunities to students who are pursuing academic degrees at the high school level and beyond. SEEP consists of two distinct components:
 - **Student Temporary Employment Program (STEP):** Offering temporary employment to students, STEP opportunities range from summer positions to jobs that can last throughout the student's course of study.
 - **Student Career Experience Program (SCEP):** This is a formal work-study program for students in accredited high schools, colleges, and universities. To be eligible, the student must be pursuing a degree directly related to the position to which he or she is applying. When the student's education requirements are complete, he or she may be eligible for full-time VA employment.

Medical Professionals on the Move

Sometimes life calls for a change of venue. With VA facilities in all 50 states, the District of Columbia, Puerto Rico, and the Philippines, our medical professionals have the opportunity to make that change easily.

Only one active, unrestricted state license is required to work in any VA facility. When our employees decide to relocate, they may seek employment at any location with a vacancy and if hired, transfer with no loss of benefits, no re-licensing required.

Caring for Your Health

VA sees it as our duty to care for the caregivers. That's why we offer several programs to keep our employees in tip-top shape. All of our facilities are smoke- and drug-free, and many facilities offer employee wellness programs and fitness centers. Our medical professionals receive an annual physical exam. Should an employee fall ill or be injured on the job, VA offers compensation for job-related illness and injury.

VA employees have an outstanding number of health insurance plans from which to choose. Our insurance offers exceptional vision and dental plans, and employees may elect expanded coverage or long-term care insurance. For all of our health insurance plans, premiums are partially paid by the Federal Government, and employees have the opportunity to change plans yearly, as well as use Flexible Spending Accounts. VA also offers health care insurance for retired personnel.

VA employees can select term life insurance, family, and additional coverage options. The Federal Government shares the cost of these plans, as well.

Striking a Work/Life Balance

Balancing work time with personal time is key to keeping VA employees focused on delivering the best care. That's why VA offers a robust paid leave calendar, which includes:

- 13 to 26 days of paid annual (vacation/ personal) leave each year. Annual leave begins to accrue immediately and can be used as it is earned, with supervisory approval.
- A minimum 13 days of sick leave each year with no limit on accumulation
- 10 paid Federal holidays
- The Family and Medical Leave Act and Family Friendly Leave Act, which allow employees to take 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 with a serious health problem
- The Voluntary Leave Transfer Program, which allows Federal Employees to donate annual leave to fellow employees for specific medical circumstances
- Up to 15 days of military leave each year for active reservists and National Guard members

VA also offers premium pay to select employees working on-call, weekend, overtime, and holiday duty. They 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.





Retirement

VA medical professionals are covered by the Federal Employees Retirement System (FERS). FERS is a three-tier retirement plan consisting of Social Security benefits, FERS basic benefits, and the Thrift Savings Plan (TSP). Similar to the 401(k) savings plans widely offered in the private sector, the TSP allows VA 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 the employee contributes. For retired military personnel, these benefits are in addition to their full monthly retirement pay or pension.

Liability Protection

The United States Government accepts responsibility and liability for the actions of its employees during the exercise of their official duties. VA health care professionals, therefore, 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. This applies when the professional's action is in accord with the policies of the institution in which they are practicing.

VA is revolutionizing health care each and every day.
Be a part of a groundbreaking team. Join VA.

VA hiring decisions are made locally. You can search for open positions by visiting www.VAcareers.va.gov. Job announcements include application instructions specific to each position. To learn more about local hiring procedures, job openings, or how to apply for a position, contact the local recruiter or Human Resources Management Office at the VA facility where you desire employment. You can find a listing of VA facilities in the "VA Networks" section of the VA Careers Web site.

Employment information can also be obtained by calling 1-800-949-0002 or writing to:

Department of Veterans Affairs
Placement Service
1555 Poydras Street, Suite 1971
New Orleans, LA 70112



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