

2021 Legislative Priority Goals

The Nurses Organization of Veterans Affairs (NOVA) is a professional organization for nurses employed by the Department of Veterans Affairs (VA). Our members are the frontline faces who provide care for Veterans. The following legislative priority goals identify several areas we feel need attention to continue providing the best care and services for our Nation's Veterans.

Budget:

- Provide a strong budget to ensure all VISNs and Medical Facilities can care and deliver services to its Veteran population.
- Recruit and retain a highly qualified nursing workforce with a budget to support modern staffing models.
- Support appropriate funding for Community Care that does not impede internal medical care accounts.
- Optimize all VA resources to affect and achieve value in models of care.

Staffing/HR/Recruitment and Retention:

- Ensure sufficient PPE and resources to promote best practices and support staff safety at all times - especially during the pandemic.
- Review and refine processes used during COVID-19 to expedite hiring and on-boarding of essential staff.
- Revise Pay Caps to end compression between ALL Grade Levels.
- Provide opportunity for career advancement and professional development at all levels of nursing to retain a highly qualified nursing workforce within VA.
- Ensure HR has necessary staff in order to review and streamline policies and procedures to improve the efficiency and speed of the hiring process.
- Mandate training for HR personnel on use of locality pay, and congressional authorizations to improve and streamline entire hiring processes.
- Review effectiveness of HR Modernization and reposition HR staff back at the Medical Centers.
- Monitor any/all development of professional standards for nurses and other healthcare providers.
- Continue providing ongoing training for VHA staff - to include protected hours for optimal learning - and require training for all community providers to improve the coordination of care, understanding of military culture and health care needs across networks.

**Consistency in leadership is key to continuity and the success of program and services provided throughout the Department of Veterans Affairs.*