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2023 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 leaders and healthcare providers who take care of Veterans. The following legislative priority goals were identified as critical to continue providing the best and safest care for our Nation's Veterans

Staffing/Salaries /Recruitment & Retention

- Review, and adjust pay scales for the nursing workforce so VHA can remain competitive.
- Evaluate and update qualification standards and pay levels for Licensed Practical Nurses and Nursing Assistants.
- Provide retention and hiring incentives that include continuing education reimbursement for all nursing staff.
- Request sufficient budget to allow for additional nurse residences and infrastructure to support the development of future nursing workforce.
- Ensure a diverse workforce that is provided ongoing opportunity for career advancement and professional development at all levels of nursing.

Human Resources

- Review and address status of clinical shortages due to recruitment and on-boarding delays.
- Continue to staff sufficiently to expedite hiring and onboarding within timely receipt of documentation.
- Require training for HR personnel on use of locality pay and congressional authorities with respect to nursing roles to enable VA to compete with local pay and streamline length of hiring processes.
- Require salary market analysis and transparent reporting annually to VHA leadership and Congress.

Funding

- Provide sufficient funding to begin addressing the longstanding infrastructure issues throughout VA.
- Ensure appropriate funding for Community Care that does not impede internal medical care accounts.