

## ***2024 NOVA 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 identify areas we feel are critical to continue providing the best care and services for our Nation's Veterans.

### **Funding**

- Despite VHA budget shortfalls, allow sufficient funding to provide ongoing hiring of healthcare staff to keep VHA functioning at a safe level for Veterans.
- Ensure budget addresses long-standing infrastructure and staffing issues throughout VA.
- Insist funding for Community Care does not impede Medical Center sustainability.

### **Staffing/Salaries/Retention and Recruitment**

- Review annually and adjust pay scales for nursing workforce as needed to ensure that VHA remains competitive.
- Support the newly revised qualification standards for RNs and APRNs when approved and released by VACO.
- Continue to support and revise qualifications and pay levels for LPNs and NAs and consider inclusion in the 72/80 work schedules.
- Provide funding in the budget to allow for additional nursing residencies and infrastructure to support the development of the future nursing workforce.
- Consider a Transition to Practice for APRNs – for the first 12 weeks of assignment.
- Ensure a diverse workforce is offered ongoing opportunities for career advancement and professional development, to include education and tuition reimbursement, for all levels of nursing.
- Implement and support Full Practice Authority for CRNAs.

### **Human Resources**

- Evaluate and continue to address the status of both clinical and administrative shortages due to recruitment and onboarding delays.
- Provide on-site HR resources across the enterprise to facilitate communication and support for the workforce.
- Require automatic salary survey analysis annually, and mandate proper action is taken.
- Direct comprehensive training for HR personnel on direct hire, and use of locality pay and congressional authorities to enable VHA to compete with local pay and streamline length of hiring processes.