



2025 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:

- Require sufficient **on-time** funding to allow the ongoing hiring of healthcare staff to keep VHA functioning at a safe level for our Veterans.
- Ensure any legislation or funding of Community Care does not impede the superior care VHA offers to Veterans and require comparable quality and training standards for CCN providers.
- Educate new Administration and Congress on longstanding budget and infrastructure issues that continue in VHA.
- Evaluate, plan, and budget to ensure VA facilities are modernized to meet the needs of Veterans.

Staffing/Retention and Recruitment

- Review staff levels and hire in all settings so VA can deliver timely access for all Veterans seeking care.
- Ensure salary surveys are performed annually for all nursing workforce (APRN, RN, LPN, LVN) so that VHA remains competitive in local markets.
- Continue to support and revise qualifications and pay levels for LPNs.
- Ensure a diverse workforce is offered ongoing opportunities for career advancement and professional development by providing continuing education and tuition support for ALL levels of nursing.
- Provide and sustain ongoing funding for current RN and NP residencies and include necessary infrastructure to support the development of our future nursing workforce.
- Support initiatives with funding and foundation to “grow our own” within nursing.
- Implement and support Full Practice Authority for CRNAs.

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