

**Statutory Notes and Related Subsidiaries****OUTREACH ON AVAILABILITY OF MENTAL HEALTH SERVICES AVAILABLE TO EMPLOYEES OF THE DEPARTMENT OF VETERANS AFFAIRS**

Pub. L. 115-73, title II, §202, Oct. 26, 2017, 131 Stat. 1241, provided that: "The Secretary of Veterans Affairs shall conduct a program of outreach to employees of the Department of Veterans Affairs to inform those employees of any mental health services, including telemedicine options, that are available to them."

**PROTOCOLS TO ADDRESS THREATS AGAINST EMPLOYEES OF THE DEPARTMENT OF VETERANS AFFAIRS**

Pub. L. 115-73, title II, §203, Oct. 26, 2017, 131 Stat. 1241, provided that: "The Secretary of Veterans Affairs shall ensure protocols are in effect to address threats from individuals receiving health care from the Department of Veterans Affairs directed towards employees of the Department who are providing such health care."

**CLINIC MANAGEMENT TRAINING FOR EMPLOYEES AT MEDICAL FACILITIES OF THE DEPARTMENT OF VETERANS AFFAIRS**

Pub. L. 113-146, title III, §303, Aug. 7, 2014, 128 Stat. 1788, provided that:

**"(a) CLINIC MANAGEMENT TRAINING PROGRAM.—**

**"(1) IN GENERAL.—**Not later than 180 days after the date of the enactment of this Act [Aug. 7, 2014], the Secretary of Veterans Affairs shall commence a role-specific clinic management training program to provide in-person, standardized education on systems and processes for health care practice management and scheduling to all appropriate employees, as determined by the Secretary, at medical facilities of the Department.

**"(2) ELEMENTS.—**

**"(A) IN GENERAL.—**The clinic management training program required by paragraph (1) shall include the following:

**"(i)** Training on how to manage the schedules of health care providers of the Department, including the following:

**"(I)** Maintaining such schedules in a manner that allows appointments to be booked at least eight weeks in advance.

**"(II)** Proper planning procedures for vacation, leave, and graduate medical education training schedules.

**"(ii)** Training on the appropriate number of appointments that a health care provider should conduct on a daily basis, based on specialty.

**"(iii)** Training on how to determine whether there are enough available appointment slots to manage demand for different appointment types and mechanisms for alerting management of insufficient slots.

**"(iv)** Training on how to properly use the appointment scheduling system of the Department, including any new scheduling system implemented by the Department.

**"(v)** Training on how to optimize the use of technology, including the following:

**"(I)** Telemedicine.

**"(II)** Electronic mail.

**"(III)** Text messaging.

**"(IV)** Such other technologies as specified by the Secretary.

**"(vi)** Training on how to properly use physical plant space at medical facilities of the Department to ensure efficient flow and privacy for patients and staff.

**"(B) ROLE-SPECIFIC.—**The Secretary shall ensure that each employee of the Department included in the clinic management training program required by paragraph (1) receives education under such program that is relevant to the responsibilities of such employee.

**"(3) SUNSET.—**The clinic management training program required by paragraph (1) shall terminate on

the date that is 2 years after the date on which the Secretary commences such program.

**"(b) TRAINING MATERIALS.—**

**"(1) IN GENERAL.—**After the termination of the clinic management training program required by subsection (a), the Secretary shall provide training materials on health care management to each of the following employees of the Department that are relevant to the position and responsibilities of such employee upon the commencement of employment of such employee:

**"(A)** Any manager of a medical facility of the Department.

**"(B)** Any health care provider at a medical facility of the Department.

**"(C)** Such other employees of the Department as the Secretary considers appropriate.

**"(2) UPDATE.—**The Secretary shall regularly update the training materials required under paragraph (1)." [For definition of "facility of the Department" as used in section 303 of Pub. L. 113-146, set out above, see section 2 of Pub. L. 113-146, set out as a note under section 701 of this title.]

**LIMITATION ON AWARDS AND BONUSES PAID TO EMPLOYEES OF DEPARTMENT OF VETERANS AFFAIRS**

Pub. L. 113-146, title VII, §705, Aug. 7, 2014, 128 Stat. 1798, as amended by Pub. L. 114-198, title IX, §951, July 22, 2016, 130 Stat. 778; Pub. L. 115-182, title III, §305, June 6, 2018, 132 Stat. 1469, provided that:

**"(a) LIMITATION.—**The Secretary of Veterans Affairs shall ensure that the aggregate amount of awards and bonuses paid by the Secretary in a fiscal year under chapter 45 or 53 of title 5, United States Code, or any other awards or bonuses authorized under such title or title 38, United States Code, does not exceed the following amounts:

**"(1)** With respect to each of fiscal years 2017 through 2018, \$250,000,000, of which not less than \$20,000,000 shall be for recruitment, relocation, and retention bonuses.

**"(2)** With respect to each of fiscal years 2019 through 2021, \$290,000,000, of which not less than \$20,000,000 shall be for recruitment, relocation, and retention bonuses.

**"(3)** With respect to each of fiscal years 2022 through 2024, \$360,000,000.

**"(b) SENSE OF CONGRESS.—**It is the sense of Congress that the limitation under subsection (a) should not disproportionately impact lower-wage employees and that the Department of Veterans Affairs is encouraged to use bonuses to incentivize high-performing employees in areas in which retention is challenging."

**§ 705. Telephone service for medical officers and facility directors**

The Secretary may pay for official telephone service and rental in the field whenever incurred in case of official telephones for directors of centers, hospitals, independent clinics, domiciliarys, and medical officers of the Department where such telephones are installed in private residences or private apartments or quarters, when authorized under regulations prescribed by the Secretary.

(Added Pub. L. 102-83, §2(a), Aug. 6, 1991, 105 Stat. 395.)

**Editorial Notes****PRIOR PROVISIONS**

Prior sections 705 and 706 were renumbered sections 1905 and 1906 of this title, respectively.

Provisions similar to those in this section were contained in section 234 of this title prior to repeal by Pub. L. 102-83, §2(a).

**§ 707. Benefits for employees at overseas offices who are United States citizens**

(a) The Secretary may, under such rules and regulations as may be prescribed by the President or the President's designee, provide to personnel of the Department who are United States citizens and are assigned by the Secretary to the Department offices in the Republic of the Philippines allowances and benefits similar to those provided by the following provisions of law:

(1) Section 905 of the Foreign Service Act of 1980 (relating to allowances to provide for the proper representation of the United States).

(2) Sections 901(1), (2), (3), (4), (7), (8), (9), (11), and (12) of the Foreign Service Act of 1980 (relating to travel expenses).

(3) Section 901(13) of the Foreign Service Act of 1980 (relating to transportation of automobiles).

(4) Section 903 of the Foreign Service Act of 1980 (relating to the return of personnel to the United States on leave of absence).

(5) Section 904(d) of the Foreign Service Act of 1980 (relating to payments by the United States of expenses for treating illness or injury of officers or employees and dependents requiring hospitalization).

(6) Section 5724a(c) of title 5 (relating to subsistence expenses for 60 days in connection with the return to the United States of the employee and such employee's immediate family).

(7) Section 5724a(d) of title 5 (relating to the sale and purchase of the residence or settlement of an unexpired lease of the employee when transferred from one station to another station and both stations are in the United States, its territories or possessions, or the Commonwealth of Puerto Rico).

(b) The authority in subsection (a) supplements, but is not in lieu of, other allowances and benefits for overseas employees of the Department provided by title 5 and the Foreign Service Act of 1980 (22 U.S.C. 3901 et seq.).

(Added Pub. L. 102-83, §2(a), Aug. 6, 1991, 105 Stat. 395; amended Pub. L. 104-201, div. A, title XVII, §1723(a)(2), Sept. 23, 1996, 110 Stat. 2759.)

**Editorial Notes**

**REFERENCES IN TEXT**

The Foreign Service Act of 1980, referred to in subsecs. (a)(1)-(5) and (b), is Pub. L. 96-465, Oct. 17, 1980, 94 Stat. 2071, as amended, which is classified principally to chapter 52 (§3901 et seq.) of Title 22, Foreign Relations and Intercourse. Sections 901, 903, 904(d), and 905 of the Foreign Service Act of 1980 are classified to sections 4081, 4083, 4084(d), and 4085, respectively of Title 22. For complete classification of this Act to the Code, see Short Title note set out under section 3901 of Title 22 and Tables.

**PRIOR PROVISIONS**

Prior sections 707 and 708 were renumbered sections 1907 and 1908 of this title, respectively.

Provisions similar to those in this section were contained in section 235 of this title prior to repeal by Pub. L. 102-83, §2(a).

**AMENDMENTS**

1996—Subsec. (a)(6). Pub. L. 104-201, §1723(a)(2)(A), substituted “Section 5724a(c)” for “Section 5724a(a)(3)”.

Subsec. (a)(7). Pub. L. 104-201, §1723(a)(2)(B), substituted “Section 5724a(d)” for “Section 5724a(a)(4)”.

**Statutory Notes and Related Subsidiaries**

**EFFECTIVE DATE OF 1996 AMENDMENT**

Amendment by Pub. L. 104-201 effective 180 days after Sept. 23, 1996, see section 1725(a) of Pub. L. 104-201, set out as a note under section 5722 of Title 5, Government Organization and Employees.

**Executive Documents**

**EX. ORD. NO. 12228. ALLOWANCES FOR PERSONNEL ON FOREIGN DUTY**

Ex. Ord. No. 12228, July 24, 1980, 45 F.R. 49903, as amended by Ex. Ord. No. 12292, Feb. 23, 1981, 46 F.R. 13967, provided:

By the authority vested in me as President of the United States of America by Sections 7 and 8 of the Defense Department Overseas Teachers Pay and Personnel Practices Act of 1959, as amended (20 U.S.C. 905-906), Section 235 [see 707] of Title 38 of the United States Code, and Section 301 of Title 3 of the United States Code, and in order to delegate authority with respect to allowances for Veterans Administration [now Department of Veterans Affairs] personnel and to update existing authorities, it is hereby ordered as follows:

1-101. Payment of the additional compensation authorized by Section 8(a)(2) of the Defense Department Overseas Teachers Pay and Personnel Practices Act of 1959, as amended, shall be governed by the regulations contained in Executive Order No. 10000, as amended [set out as a note under section 5941 of Title 5, Government Organization and Employees], which govern the payment of additional compensation in foreign areas (referred to as foreign post differential), subject to the provisions of Section 8(b) of that Act (20 U.S.C. 906(a)(2) and (b)).

1-102. The following functions vested in the President are delegated to the Secretary of State:

(a) That part of the functions in Section 7(a) of the Defense Department Overseas Teachers Pay and Personnel Practices Act which consists of the authority to prescribe regulations relating to quarters and quarters allowances (20 U.S.C. 905(a)).

(b) The authority in Section 8(a)(1) of the Defense Department Overseas Teachers Pay and Personnel Practices Act to prescribe regulations relating to cost of living allowances (20 U.S.C. 906(a)(1)).

(c) The following authority in Section 235 [see 707] of Title 38 of the United States Code to prescribe rules and regulations:

(1) Section 235(2) [see 707(2)], except as that section pertains to an allowance similar to that provided for in Section 901(6) of the Foreign Service Act of 1980 (22 U.S.C. 4081(6));

(2) Section 235(3) [see 707(3)];

(3) Section 235(5) [see 707(5)];

(4) Section 235(6) [see 707(6)]; and

(5) Section 235(7) [see 707(7)].

1-103. The following functions vested in the President by Section 235 [see 707] of Title 38 of the United States Code are delegated to the Administrator of the Veterans Administration [now Secretary of Veterans Affairs]. The authority with respect to the allowances or benefits of paragraphs (1) and (4) of Section 235 [see 707(1), (4)] which are similar to the benefits and allowances provided in the sections of the Foreign Service Act of 1980 [22 U.S.C. 3901 et seq.], designated in those paragraphs.

1-104. Executive Order No. 10853 [not classified to Code], as amended, is revoked. The rules and regulations which were prescribed by the Secretary of State or the Administrator of the Veterans Administration [now Secretary of Veterans Affairs] pursuant to Executive Order No. 10853, as amended, and which would be valid if issued pursuant to this Order, shall be deemed to have been issued under this Order.