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703. Miscellaneous authorities respecting employees.
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SUBCHAPTER II—WHISTLEBLOWER COMPLAINTS

731. Adverse actions against supervisory employees who commit prohibited personnel actions relating to whistleblower complaints.
732. Protection of whistleblowers as criteria in evaluation of supervisors.
733. Training regarding whistleblower disclosures. [734 to 736. Repealed.]

SUBCHAPTER III—EXECUTIVE MANAGEMENT FELLOWSHIP PROGRAM

741. Executive Management Fellowship Program.

Editorial Notes

AMENDMENTS

2018—Pub. L. 115-407, title V, § 501(b), Dec. 31, 2018, 132 Stat. 5376, which directed adding item 728 after item 728, was executed by adding item 728 after item 727 to reflect the probable intent of Congress.

Pub. L. 115-188, § 2(b), June 21, 2018, 132 Stat. 1491, which directed adding item 727 after item 725, was executed by adding item 727 after item 726 to reflect the probable intent of Congress.

Pub. L. 115-182, title V, § 501(b), June 6, 2018, 132 Stat. 1475, added item 726.

2017—Pub. L. 115-46, title II, §§ 202(c), 203(b), Aug. 12, 2017, 131 Stat. 962, added item 725 and added item for subchapter III and item 741.

Pub. L. 115-41, title I, § 102(b), title II, §§ 201(c), 202(b)(1), 203(a)(2), 204(b), 205(b), June 23, 2017, 131 Stat. 867, 869, 873, 875-877, substituted “removal, demotion, or suspension” for “removal” in item 713, added items 714, 719, 721, 723, and 731 to 733, and struck out former items 731 “Whistleblower complaint defined”, 732 “Treatment of whistleblower complaints”, and 733 “Adverse actions against supervisory employees who commit prohibited personnel actions relating to whistleblower complaints”, and items 734 “Evaluation criteria of supervisors and treatment of bonuses”, 735 “Training regarding whistleblower complaints”, and 736 “Reports to Congress”.

2016—Pub. L. 114-315, title V, § 503(a)(2), Dec. 16, 2016, 130 Stat. 1568, added item 717.

Pub. L. 114-223, div. A, title II, § 247(a)(2)(B), (b)(2), Sept. 29, 2016, 130 Stat. 890, 891, added item for subchapter I, added item 715, and added item for subchapter II and items 731 to 736.

2014—Pub. L. 113-146, title VII, § 707(a)(2), Aug. 7, 2014, 128 Stat. 1800, added item 713.

2001—Pub. L. 107-103, title V, § 509(a)(2), Dec. 27, 2001, 115 Stat. 997, struck out item 712 “Full-time equivalent positions: limitation on reduction”.

1994—Pub. L. 103-446, title XI, § 1102(b), Nov. 2, 1994, 108 Stat. 4681, added item 712.

SUBCHAPTER I—GENERAL EMPLOYEE MATTERS

Editorial Notes

AMENDMENTS

2016—Pub. L. 114-223, div. A, title II, § 247(a)(2)(A), Sept. 29, 2016, 130 Stat. 890, inserted subchapter heading.

§ 701. Placement of employees in military installations

The Secretary may place employees of the Department in such Army, Navy, Air Force, and Space Force installations as may be considered advisable for the purpose of adjudicating disability claims of, and giving aid and advice to, members of the Armed Forces who are about to be discharged or released from active military, naval, air, or space service.

(Added Pub. L. 102-83, § 2(a), Aug. 6, 1991, 105 Stat. 394; amended Pub. L. 116-283, div. A, title IX, § 926(a)(4), (c), Jan. 1, 2021, 134 Stat. 3830, 3831.)

Editorial Notes

PRIOR PROVISIONS

Prior sections 701 and 702 were renumbered sections 1901 and 1902 of this title, respectively.

Provisions similar to those in this section were contained in section 231 of this title prior to repeal by Pub. L. 102-83, § 2(a).

AMENDMENTS

2021—Pub. L. 116-283 substituted “Air Force, and Space Force” for “and Air Force” and “air, or space service” for “or air service”.

Statutory Notes and Related Subsidiaries

REEMPLOYMENT OF FORMER EMPLOYEES AT DEPARTMENT OF VETERANS AFFAIRS

Pub. L. 115-46, title II, § 204, Aug. 12, 2017, 131 Stat. 963, provided that:

“(a) IN GENERAL.—Notwithstanding sections 3309 through 3318 of title 5, United States Code, the Secretary of Veterans Affairs may noncompetitively appoint a qualified former career or career conditional employee to any position within the competitive service at the Department of Veterans Affairs that is one grade or equivalent higher than the grade or equivalent of the position at the Department most recently occupied by the employee.

“(b) LIMITATION.—The Secretary may not appoint a qualified former employee to a position that is more than one grade (or equivalent) higher than the position at the Department most recently occupied by the employee.

“(c) DEFINITION OF QUALIFIED FORMER EMPLOYEE.—For purposes of this section, the term ‘qualified former employee’ means any individual who—

“(1) formerly occupied any career or career conditional position at the Department of Veterans Affairs within 2 years before applying for reemployment at the Department;

“(2) voluntarily left such position, or was subject to a reduction in force, and had a satisfactory performance record while occupying such position; and

“(3) since leaving such position has maintained licensing requirements, related to the position, if any, and gained skill, knowledge, or other factors related to the position.”

PROMOTIONAL OPPORTUNITIES FOR TECHNICAL EXPERTS
AT DEPARTMENT OF VETERANS AFFAIRS

Pub. L. 115-46, title II, §205, Aug. 12, 2017, 131 Stat. 963, provided that: “Not later than one year after the date of the enactment of this Act [Aug. 12, 2017], the Secretary of Veterans Affairs shall establish a promotional track system for employees of the Department of Veterans Affairs that the Secretary determines are technical experts pursuant to regulations prescribed by the Secretary for purposes of carrying out this section. Such system shall—

“(1) provide any such employee the opportunity to advance within the Department without being required to transition to a management position; and

“(2) for purposes of achieving career advancement—

“(A) provide for the establishment of new positions within the Department; and

“(B) notwithstanding any other provision of law, provide for increases in pay for any such employee.”

EMPLOYMENT OF STUDENTS AND RECENT GRADUATES BY
DEPARTMENT OF VETERANS AFFAIRS

Pub. L. 115-46, title II, §206, Aug. 12, 2017, 131 Stat. 963, provided that:

“(a) IN GENERAL.—The Secretary of Veterans Affairs shall prescribe regulations to allow for excepted service appointments of students and recent graduates leading to conversion to career or career conditional employment of a student or recent graduate of a qualifying educational institution, as defined by the Department.

“(b) APPLICABILITY.—The conversion authority described in subsection (a) shall be applicable to individuals in good standing who—

“(1) are employed in a qualifying internship or fellowship program at the Department;

“(2) are employed in the Department in a volunteer capacity and performing substantive duties comparable to those of individuals in internship or fellowship programs and meet the required number of hours for conversion;

“(3) are employed in the Department under a contract or agreement with an external nonprofit organization and performing substantive duties comparable to those of individuals in internship or fellowship programs;

“(4) have received educational assistance under chapter 33 of title 38, United States Code; or

“(5) graduated from a qualifying educational institution, as defined by the Department, and have not reached 30 years of age.

“(c) UNIFORMITY.—For the purposes of paragraphs (2) and (3) of subsection (b), hours of work performed by an individual employed shall be considered equal to those performed by an individual employed in a qualifying internship or fellowship program by the Department.”

RECRUITING DATABASE AT DEPARTMENT OF VETERANS
AFFAIRS

Pub. L. 115-46, title II, §208, Aug. 12, 2017, 131 Stat. 964, provided that:

“(a) ESTABLISHMENT.—The Secretary of Veterans Affairs shall establish a single database that lists—

“(1) each vacant position in the Department of Veterans Affairs that the Secretary determines is critical to the mission of the Department, difficult to fill, or both; and

“(2) each vacant position in the Department of Veterans Affairs for a mental health professional.

“(b) QUALIFIED APPLICANT.—If the Secretary determines that an applicant for a vacant position listed in the database established under subsection (a) is qualified for such position but does not select the applicant for such position, the Secretary, at the election of the

applicant, may consider the applicant for other similar vacant positions listed in the database for which the applicant is qualified.

“(c) PROLONGED VACANCIES.—If the Secretary does not fill a vacant position listed in the database established under subsection (a) after a period determined appropriate by the Secretary, the Secretary—

“(1) may ensure that applicants described in subsection (b) are considered for such position; and

“(2) may use the database established under subsection (a) to assist in filling such position.

“(d) REPORT.—Not later than one year after the date of the enactment of this Act [Aug. 12, 2017], the Secretary shall submit to Congress a report on the use and efficacy of the database established under subsection (a).”

EXIT SURVEYS AT DEPARTMENT OF VETERANS AFFAIRS

Pub. L. 115-46, title II, §211, Aug. 12, 2017, 131 Stat. 966, provided that:

“(a) EXIT SURVEYS REQUIRED.—

“(1) IN GENERAL.—The Secretary of Veterans Affairs shall develop and carry out a standardized exit survey to be voluntarily completed by career and non-career employees and executives of the Department of Veterans Affairs who voluntarily separate from the Department.

“(2) CONSULTATION.—Such exit survey shall be developed in consultation with an appropriate non-Department entity with experience developing such surveys.

“(b) SURVEY CONTENT.—The survey shall include, at a minimum, the following:

“(1) Reasons for leaving the Department.

“(2) Efforts made by the supervisor of the employee to retain the individual.

“(3) The extent of job satisfaction and engagement during the employment.

“(4) The intent of [the] employee to either remain employed within the Federal Government or to leave employment with the Federal Government.

“(5) Such other matters as the Secretary determines appropriate.

“(c) ANONYMITY OF SURVEY CONTENT.—The Secretary shall ensure that data collected under subsection (a)—

“(1) is anonymized, including through the use of a location that allows for privacy;

“(2) is not directly visible by another employee; and

“(3) does not require the departing employee to input any personally identifiable data.

“(d) SHARING OF SURVEY DATA.—The Secretary shall ensure that the results of the survey required by subsection (a) are—

“(1) aggregated at the Veterans Integrated Service Network level; and

“(2) shared on an annual basis with directors and managers of facilities of the Department and the Veterans Integrated Service Networks.

“(e) ANNUAL REPORT.—

“(1) IN GENERAL.—Not later than one year after the date of the enactment of this Act [Aug. 12, 2017] and not less frequently than once each year thereafter, the Secretary shall submit to the Committee on Veterans' Affairs of the Senate and the Committee on Veterans' Affairs of the House of Representatives a report containing the aggregate results of the exit survey under subsection (a) covering the year prior to the report.

“(2) CONTENTS.—Each report submitted under paragraph (1) shall include, for the period covered by the report, the following:

“(A) An analysis of the most common reasons employees choose to leave the Department.

“(B) The steps the Secretary is taking to improve retention, particularly for mission-critical occupations.

“(C) The demographic characteristics of employees choosing to leave the Department.

“(D) Any legislative barriers to improving employee retention.

“(E) The total number of employees who voluntarily separated from the Department and the number and percentage of whom took the exit survey under subsection (a).”

§ 703. Miscellaneous authorities respecting employees

(a) The Secretary may furnish and launder such wearing apparel as may be prescribed for employees in the performance of their official duties.

(b) The Secretary may transport children of Department employees located at isolated stations to and from school in available Government-owned automotive equipment.

(c) The Secretary may provide recreational facilities, supplies, and equipment for the use of patients in hospitals and employees in isolated installations.

(d) The Secretary may provide for the preparation, shipment, installation, and display of exhibits, photographic displays, moving pictures, and other visual educational information and descriptive material. For the purposes of the preceding sentence, the Secretary may purchase or rent equipment.

(e) The Secretary may reimburse employees for the cost of repairing or replacing their personal property damaged or destroyed by patients or domiciliary members while such employees are engaged in the performance of their official duties.

(f)(1) The Secretary, upon determining that an emergency situation exists and that such action is necessary for the effective conduct of the affairs of the Department, may use Government-owned, or leased, vehicles to transport employees to and from their place of employment and the nearest adequate public transportation or, if such public transportation is either unavailable or not feasible to use, to and from their place of employment and their home.

(2) The Secretary shall establish reasonable rates to cover the cost of the service rendered under this subsection, and all proceeds collected therefrom shall be applied to the applicable appropriation.

(Added Pub. L. 102-83, §2(a), Aug. 6, 1991, 105 Stat. 394.)

Editorial Notes

PRIOR PROVISIONS

Prior sections 703 and 704 were renumbered sections 1903 and 1904 of this title, respectively.

Provisions similar to those in this section were contained in section 233 of this title prior to repeal by Pub. L. 102-83, §2(a).

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.