

EMPLOYEE OCCUPATIONAL HEALTH SERVICE

- 1. REASON FOR ISSUE:** To reissue Department of Veterans Affairs (VA) policy regarding the Employee Occupational Health Service.
- 2. SUMMARY OF CONTENTS/MAJOR CHANGES:** This directive sets forth human resources policies regarding the Employee Occupational Health Service. No substantive changes have been made to the previous directive.
- 3. RESPONSIBLE OFFICE:** The Worklife and Benefits Service (058), Office of the Deputy Assistant Secretary for Human Resources Management.
- 4. RELATED HANDBOOK:** VA Handbook 5019, Employee Occupational Health Service.
- 5. RESCISSIONS:** VA Directive 5019, Occupational Health Services, dated April 15, 2002.

CERTIFIED BY:

**BY DIRECTION OF THE SECRETARY
OF VETERANS AFFAIRS:**

/s/
Stephen W. Warren
Executive in Charge and Chief Information Officer
Office of Information and Technology

/s/
Gina S. Farrissee
Assistant Secretary for
Human Resources and Administration

ELECTRONIC DISTRIBUTION ONLY

EMPLOYEE OCCUPATIONAL HEALTH SERVICE

1. PURPOSE. This directive contains policy on the Employee Occupational Health Service of the Department of Veterans Affairs (VA), the use of physical standards boards for Title 38 and hybrid employees and the availability of the Employee Assistance Program (EAP) for all employees.

2. POLICY. It is VA policy to ensure that all selected applicants and employed personnel are physically, cognitively and emotionally fit to perform the duties of the position to which assigned. It is also the policy of VA to assist employees through the EAP for biopsychosocial issues which affect employee performance and/or conduct as well as problems related to alcohol or drug abuse.

3. RESPONSIBILITIES. Statements of responsibility for the various programs contained within this directive may be found in each of the separate parts of VA Handbook 5019.

4. REFERENCES

- a. OPM Employee Health Services Handbook;
- b. OPM Operating Manual 339-31, Reviewing and Acting on Medical Information;
- c. OPM Operating Manual on Qualification Standards for General Schedule Positions;
- d. Privacy Act, 5 U.S.C. 552a;
- e. VA Directive 5810, Managing Workers Compensation Cases;
- f. X-118 C – OPM Job Qualifications System for Trades and Labor Occupations;
- g. 5 CFR, parts 300, 307, 332, 333, 335, 337, 338, 339, 353 and 930;
- h. 5 U.S.C. 7901;
- i. 5 U.S.C., chapters 11, 21, 23, 31, 33, 35 and 51;
- j. 29 CFR 1613.704;
- k. 38 U.S.C., chapters 73 and 74;
- l. 38 U.S.C. 611(b);
- m. 45 CFR, parts 160 and 164.