STAFFING

1. REASON FOR ISSUE: To establish Department of Veterans Affairs (VA) procedures regarding the selection, appointment, and movement of Pathways Programs participants in the Internship Program, Recent Graduate Program, and Presidential Management Fellows (PMF) Program.

2. SUMMARY OF CONTENTS/MAJOR CHANGES: This handbook contains mandatory procedures on staffing. The pages in this handbook replace the corresponding page numbers in VA Handbook 5005, Staffing. Revised text is contained in [brackets]. These changes will be incorporated into the electronic version of VA Handbook 5005, Staffing, that is maintained on the Office of Human Resources Management Web site. Significant changes include:

   a. Establishes the Pathways Programs policy and procedures in VA Handbook 5005, Staffing, Part II, Chapter 2, Section C, Paragraph 4 and in VA Handbook 5005, Staffing, Part II, Chapter 2, Appendix II-N, Pathways Programs.

   b. Establishes a new qualification standard in VA Handbook 5005, Staffing, Part II, Chapter 2, Appendix II-F4, Pathways Internship Program.

   c. Rescinds VA Handbook 5005, Staffing, Part II, Chapter 2, Section C, Paragraphs 4 and 7, covering the Presidential Management Fellows and Senior Presidential Management Fellows and Career Intern Program, respectively.


   e. Changes VA Handbook 5005, Staffing, Part I, Chapter 2, Section C entitled “Student Employment Program” to “Student Employment and Healthcare Residents, Interns and Trainees.”

   f. Rescinds VA Handbook 5005, Staffing, Part II, Appendix D, Sample Bachelor’s Degree Student Career Experience Program Agreement.

   g. Rescinds VA Handbook 5005, Staffing, Part II, Appendix Q, Presidential Management Fellows Program.

   h. Exempts the Internship and Recent Graduate Programs from time-in-grade restrictions as outlined in VA Handbook 5005, Staffing, Part III, Appendix III-B.

   i. Removes references to the Outstanding Scholar Program and related provisions in VA Handbook 5005.

4. RESCISSIONS: None.

CERTIFIED BY:

Dat P. Tran
Acting Assistant Secretary for
Office of Enterprise Integration

BY DIRECTION OF THE SECRETARY OF VETERANS AFFAIRS:

Pamela S. Mitchell
Acting Assistant Secretary for
Human Resources and Administration

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