STAFFING

1. **REASON FOR ISSUE**: To establish a Department of Veterans Affairs (VA) qualification standard for Genetic Counselor, GS-0601, appointed under 38 U.S.C. §7401(3) and 38 U.S.C. §7405(a)(1)(B).

2. **SUMMARY OF CONTENTS/MAJOR CHANGES**: This handbook contains mandatory procedures on staffing. This new policy establishes the Genetic Counselor occupation under VA’s Title 38 Hybrid excepted service employment system in accordance with the authority established under the “Caregivers and Veterans Omnibus Health Services Act of 2010” (Public Law 111-163). Authority is given to the Secretary of the VA under 38 U.S.C. §7402 to prescribe qualifications for occupations identified in or established under 38 U.S.C. §7401(3) and 38 U.S.C. §7405(a)(1)(B). The new standards are effective on the date of this publication, however no action may be taken to convert or promote employees until training and guidance is received. This new qualification standard will be incorporated into the electronic version of VA Handbook 5005 that is maintained on the Office of Human Resources Management Web site.


5. **RESCISSEIONS**: None.

CERTIFIED BY:  

/s/  
Melissa S. Glynn, Ph.D  
Assistant Secretary for Enterprise Integration

BY DIRECTION OF THE SECRETARY OF VETERANS AFFAIRS

/s/  
Peter J. Shelby  
Assistant Secretary for Human Resources and Administration

ELECTRONIC DISTRIBUTION ONLY
CONTENTS-CONTINUED

PARAGRAPH
PAGE

APPENDICES-Continued

II-G14 OCCUPATIONAL THERAPIST QUALIFICATION STANDARD ........................................................................ II-G14-1
II-G15 LICENSED PHARMACIST QUALIFICATION STANDARD .................................................................. II-G15-1
II-G16 DOCTOR OF CHIROPRACTIC QUALIFICATIONS STANDARD .................................................. II-G16-1
II-G17 DEVELOPMENT OF QUALIFICATION STANDARDS FOR VETERANS HEALTH ADMINISTRATION (VHA) POSITIONS FILLED UNDER 38 U.S.C. § 7401(3) .......................................................... II-G17-1
II-G18 PSYCHOLOGIST .................................................................................................................... II-G18-1
II-G19 NUCLEAR MEDICINE TECHNOLOGIST ................................................................................ II-G19-1
II-G20 DIETITIAN .......................................................................................................................... II-G20-1
II-G21 KINESIOThERAPIST ............................................................................................................ II-G21-1
II-G22 OCCUPATIONAL THERAPY ASSISTANT ............................................................................. II-G22-1
II-G23 PHYSICAL THERAPY ASSISTANT ........................................................................................ II-G23-1
II-G24 MEDICAL TECHNOLOGIST ................................................................................................ II-G24-1
II-G25 DIAGNOSTIC RADIOLOGIC TECHNOLOGIST .................................................................. II-G25-1
II-G26 THERAPEUTIC RADIOLOGIC TECHNOLOGIST .................................................................. II-G26-1
II-G27 MEDICAL INSTRUMENT TECHNICIAN ................................................................................ II-G27-1
II-G28 PHARMACY TECHNICIAN .................................................................................................... II-G28-1
II-G29 AUDIOLOGIST ..................................................................................................................... II-G29-1
II-G30 SPEECH LANGUAGE PATHOLOGIST ....................................................................................... II-G30-1
II-G31 AUDIOLOGIST/SPEECH LANGUAGE PATHOLOGIST ............................................................ II-G31-1
II-G32 ORTHOTIST-PROSTHETIST ................................................................................................ II-G32-1
II-G33 MEDICAL RECORD ADMINISTRATOR .................................................................................. II-G33-1
II-G34 PROSTHETIC REPRESENTATIVE .......................................................................................... II-G34-1
II-G35 MEDICAL RECORD TECHNICIAN ....................................................................................... II-G35-1
II-G36 DENTAL ASSISTANT ............................................................................................................ II-G36-1
II-G37 DENTAL HYGIENIST ............................................................................................................ II-G37-1
II-G38 BIOMEDICAL ENGINEER ..................................................................................................... II-G38-1
II-G39 SOCIAL WORKER ................................................................................................................ II-G39-1
II-G40 DEVELOPMENT OF QUALIFICATION STANDARDS FOR VETERANS HEALTH ADMINISTRATION (VHA) POSITIONS FILLED UNDER 38 U.S.C. § 7401(1) ............................................................................................................................................................. II-G40-1
II-G41 BLIND REHABILITATION SPECIALIST .................................................................................. II-G41-1
II-G42 BLIND REHABILITATION OUTPATIENT SPECIALIST .......................................................... II-G42-1
II-G43 LICENSED PROFESSIONAL MENTAL HEALTH COUNSELOR ........................................... II-G43-1
II-G44 MARRIAGE AND FAMILY THERAPIST ............................................................................... II-G44-1
II-G45 MEDICAL SUPPORT ASSISTANT ........................................................................................ II-G45-1
II-G47 MEDICAL SUPPLY TECHNICIAN (STERILE PROCESSING) ................................................ II-G47-1
II-G48 THERAPEUTIC MEDICAL PHYSICIST ................................................................................. II-G48-1
II-GXX GENETIC COUNSELOR ......................................................................................................... II-GXX-1

II-H. APPOINTMENT PROCEDURES BY OCCUPATION/ASSIGNMENT
## CONTENTS-CONTINUED

**APPENDICES-Continued**

<table>
<thead>
<tr>
<th>PARAGRAPH</th>
</tr>
</thead>
<tbody>
<tr>
<td>II-H1. <strong>PROCEDURES FOR APPOINTING PHYSICIANS TO SERVICE CHIEF AND COMPARABLE POSITIONS</strong></td>
</tr>
<tr>
<td>II-H2. <strong>PROCEDURES FOR APPOINTING DENTISTS AND EFDA'S</strong></td>
</tr>
<tr>
<td>II-H3. <strong>PROCEDURES FOR APPOINTING PODIATRISTS</strong></td>
</tr>
<tr>
<td>II-H4. <strong>PROCEDURES FOR APPOINTING OPTOMETRISTS</strong></td>
</tr>
<tr>
<td>II-H5. <strong>RECRUITMENT, APPOINTMENT, ADVANCEMENT, CHANGE IN ASSIGNMENT AND REASSIGNMENT OF REGISTERED NURSES (RNs) IN GRADES IV AND V</strong></td>
</tr>
<tr>
<td>II-H6. <strong>PROCEDURES FOR APPOINTING NURSE ANESTHETISTS TO SECTION CHIEF POSITIONS</strong></td>
</tr>
<tr>
<td>II-H7. <strong>PROCEDURES FOR APPOINTING PHYSICIAN ASSISTANTS AT CHIEF GRADE</strong></td>
</tr>
<tr>
<td>II-H8. <strong>PROCEDURES FOR APPOINTING CHIEFS OF PHARMACY SERVICE (ALL GRADES), CLINICAL PHARMACY/PHARMACY SPECIALISTS, AND PROGRAM SPECIALISTS AT GRADES GS-13 AND ABOVE</strong></td>
</tr>
<tr>
<td>II-H9. <strong>PROCEDURES FOR APPOINTING OCCUPATIONAL AND PHYSICAL THERAPISTS AS SECTION CHIEF</strong></td>
</tr>
<tr>
<td>II-H10 <strong>PROCEDURES FOR APPOINTING DOCTORS OF CHIROPRACTIC</strong></td>
</tr>
<tr>
<td>II-I. <strong>ENGLISH LANGUAGE PROFICIENCY</strong></td>
</tr>
<tr>
<td>II-J. <strong>REQUESTS FOR APPROVAL TO PETITION THE UNITED STATES ... DEPARTMENT OF STATE (DOS) FOR SUPPORT OF A WAIVER OF THE 2 ... YEAR HOME RESIDENCE REQUIREMENT OF THE UNITED STATES ... EXCHANGE VISITOR PROGRAM</strong></td>
</tr>
<tr>
<td>II-K. <strong>RCVL (RESIDENT/TRAINEE CREDENTIALS VERIFICATION LETTER)</strong></td>
</tr>
<tr>
<td>II-L. <strong>CREDENTIALING CHECKLIST</strong></td>
</tr>
<tr>
<td>II-M. <strong>SAMPLE CONSULTANT CERTIFICATE</strong></td>
</tr>
<tr>
<td>II-N. <strong>CAREER INTERN PROGRAM</strong></td>
</tr>
<tr>
<td>II-O. <strong>ORGANIZATIONAL STRUCTURE OF HYBRID TITLE 38 PROFESSIONAL ... STANDARDS BOARDS</strong></td>
</tr>
<tr>
<td>II-P. <strong>PROCEDURES FOR SELECTING HYBRID TITLE 38 PROFESSIONAL ... STANDARDS BOARDS MEMBERS</strong></td>
</tr>
<tr>
<td>II-Q. <strong>PRESIDENTIAL MANAGEMENT FELLOWS PROGRAM</strong></td>
</tr>
<tr>
<td>II-R1. <strong>SELECTIVE SERVICE PROCEDURES</strong></td>
</tr>
<tr>
<td><strong>SELECTIVE SERVICE DECISION AND APPEAL PROCEDURES</strong></td>
</tr>
<tr>
<td>II-R2. <strong>CHECKLIST FOR SELECTIVE SERVICE DECISION REQUEST</strong></td>
</tr>
<tr>
<td><strong>SAMPLE APPLICANT NOTICE AND REQUEST FOR OFFICIAL DECISION</strong></td>
</tr>
<tr>
<td>II-R4. <strong>SAMPLE EMPLOYEE NOTICE AND REQUEST FOR OFFICIAL DECISION</strong></td>
</tr>
<tr>
<td><strong>SAMPLE NOTICE OF APPEAL RIGHTS AND REQUEST PROCEDURES</strong></td>
</tr>
<tr>
<td>II-R6. <strong>SAMPLE FACILITY TO DEPARTMENT REQUEST MEMO FOR APPLICANT</strong></td>
</tr>
<tr>
<td>II-R7. <strong>SAMPLE FACILITY TO DEPARTMENT REQUEST MEMO FOR EMPLOYEE</strong></td>
</tr>
<tr>
<td>II-R8. <strong>WHO MUST REGISTER CHART</strong></td>
</tr>
</tbody>
</table>

*Use in conjunction with the OPM Standard.
[APPENDIX G51. Genetic Counselor
GS-0601
Veterans Health Administration]

1. COVERAGE. The following are requirements for appointment as a Genetic Counselor (GC) in the Veterans Health Administration (VHA). These requirements apply to all VHA GCs in the GS-0601 General Health Science series. Genetic Counselors are health professionals with specialized graduate degrees and experience in the areas of medical genetics and counseling.

2. DEFINITIONS

a. Appointing Official. The Human Resources Management Officer is delegated appointing authority to process and authenticate notifications of personnel actions, and authority to effect management-approved employment actions on behalf of officials, employees and facilities for which service is provided.

b. Approving Official. The Veterans Integrated Service Network (VISN) Director, Facility Director, or designee is the approving official and will determine whether to approve or disapprove the appointment of employees in the hybrid occupation.

c. Journey Level. The full performance level for this qualification standard is at the GS-11 grade level.

d. Creditable Experience. To be creditable, experience must have required the use of Knowledge, Skills, and Abilities (KSA) (KSAs) associated with current professional Genetic Counseling practice. The experience must be post-master’s degree or above. Experience satisfying this requirement must be active professional practice, which is paid/non-paid employment as a professional Genetic Counselor.

e. Quality of Experience. Experience is only creditable if it is obtained following graduation with a master’s or higher degree in Genetic Counseling from an accredited training program. Qualifying experience must also be at a level comparable to Genetic Counseling experience at the next lower grade level.

f. Part-Time Experience. Part-time experience is creditable according to its relationship to the full-time work week. For example, one week of full-time credit is equivalent to two weeks of part-time work.

3. BASIC REQUIREMENTS

a. Citizenship. Citizen of the United States. (Non-citizens may be appointed when it is not possible to recruit qualified citizens in accordance with chapter 3, section A, paragraph 3g, this part).

b. Education. Master’s degree or higher in genetic counseling from a program in the United States or Canada accredited by the Accreditation Council for Genetic Counseling (ACGC). Coursework typically includes clinical genetics, population genetics, cytogenetics and molecular genetics coupled with psychosocial theory, ethics, and counseling techniques. Clinical rotations in medical genetics centers approved by the ACGC are an integral part of the degree requirements. Individuals who
graduated prior to 1993 must have graduated from a program accepted by the American Board of Genetic Counselors as equivalent for certification purposes at that time.

c. **Foreign Education.** To be creditable, education completed outside the U.S. must have been submitted to a private organization that specializes in the interpretation of foreign educational credentials and such education must have been deemed at least equivalent to that gained in conventional U.S. programs.

d. **Licensure.** Persons hired or reassigned to Genetic Counselor positions in the GS-0601 series in VHA must hold a full, current, and unrestricted license to independently practice as a Genetic Counselor.

(1) **Exception.** Non-licensed Genetic Counselors who otherwise meet the eligibility requirements may be given a temporary appointment as a graduate Genetic Counselor under the authority of 38 U.S.C. § 7405(c)(2)(B). The appointing official may waive the requirement of licensure for a period not to exceed two years for a Genetic Counselor who provides care under the supervision of a licensed Genetic Counselor at or above the full performance level. This exception only applies at the entry level (GS-9). For grade levels at or above the full performance level, the candidate must be licensed.

(2) **Failure to Obtain License.** Failure to become licensed with a full and unrestricted license within two years from date of appointment will result in removal from the Genetic Counselor, GS-0601 series and may result in termination from the Veterans Health Administration.

(3) **Loss of Licensure.** Once licensed, Genetic Counselors must maintain a full, valid, and unrestricted license to independently practice genetic counseling. Loss of licensure will result in removal from the GS-0601 Genetic Counselor occupation and may result in termination from the Veterans Health Administration.

e. **Board Certification.** Persons hired or reassigned to Genetic Counselor positions in VHA must be board certified in the field of Genetic Counseling by the American Board of Genetic Counseling (ABGC). The board certification must be current and the applicant must abide by the certifying body's requirements for continuing education.

(1) **Exception for Non-Board Certified, Entry Level Candidates.** Non-board certified Genetic Counselors designated by the certifying agency (e.g., American Board of Genetic Counseling) as “board eligible”, who otherwise meet the eligibility requirements, may be given a temporary appointment as a graduate Genetic Counselor under the authority of 38 U.S.C. § 7405(c)(2)(B). The appointing official may waive the requirement of certification for a period not to exceed two years for a Genetic Counselor who provides care under the supervision of a board certified Genetic Counselor at or above the full performance level. This exception only applies at the GS-9 grade/entry level. For grade levels at or above the full performance level, the candidate must be board certified. Temporary appointments of non-board certified Genetic Counselor may not be extended beyond two years, or converted to a new temporary appointment.

(2) **Failure to Obtain Board Certification.** In all cases, uncertified Genetic Counselors must actively pursue obtaining board certification from the date of their appointment. At the time of appointment, the supervisor will provide the uncertified Genetic Counselor written notification of the
requirement to become certified, including the date by which board certification must be obtained and the consequences for not becoming board certified by the deadline. Failure to obtain board certification by the prescribed date will result in removal from the GS-0601 Genetic Counselor series and will result in termination of employment.

(3) **Loss of Board Certification.** Once board certified, Genetic Counselors must maintain a full, valid and unrestricted board certification to remain qualified for employment. Loss of board certification will result in removal from the GS-0601 Genetic Counselor series and will result in termination of employment and may result in termination of employment.

f. **Grandfathering Provision.** All persons employed in VHA as a Genetic Counselor on the effective date of this qualification standard are considered to have met all qualifications requirements for the title, series and grade held, including education, licensure and certification that are part of the basic requirements of the occupation. For employees who do not meet all the basic requirements in this standard, but who met the qualifications applicable to the position at the time they were appointed to it, all of the following apply:

   (1) Such employees may be reassigned, promoted up to and including the full performance (journeyman) level, or changed to lower grade within the occupation, but may not be promoted beyond the journeyman level or placed in supervisory or managerial positions.

   (2) Genetic Counselors who are appointed on a temporary basis prior to the effective date of the qualification standard may not have their temporary appointment extended or be reappointed, on a temporary or permanent basis, until they fully meet the basic requirements of the standard.

   (3) Employees initially grandfathered into this occupation, who subsequently obtain additional education, licensure and/or certification that meet all the basic requirements of the qualification standard must maintain the required credentials as a condition of employment in the occupation.

   (4) Genetic Counselors who are converted to title 38 hybrid status under this provision and subsequently leave the occupation lose protected status and must meet the full VA qualification standard requirements in effect at the time of reentry as a Genetic Counselor.

g. **Physical Requirements.** See VA Directive and Handbook 5019.

h. **English Language Proficiency.** Genetic Counselors must be proficient in spoken and written English in accordance with chapter 2, section D, paragraph 5a, this part.

3. **GRADE REQUIREMENTS**

a. **Creditable Experience.**

   (1) **Knowledge of Current Genetic Counseling Practices.** To be creditable, the experience must have required the use of Knowledge, Skills, and Abilities (KSAs) associated with current professional Genetic Counseling practice. The experience must be post-master’s degree or above. Experience satisfying this requirement must be active professional practice, which is paid/non-paid employment as a professional Genetic Counselor.

   (2) **Quality of Experience.** Experience is only creditable if it is obtained following graduation with
a master’s or higher degree in Genetic Counseling from an accredited training program. Qualifying experience must also be at a level comparable to Genetic Counseling experience at the next lower grade level. For all assignments above the full performance level, the higher level duties must consist of significantly larger scope, administrative independence, complexity (difficulty), and range of variety as described in this standard at the specified grade level and be performed by the incumbent at least 25% of the time.

(3) **Part-time Experience.** Part-time experience as a Genetic Counselor is credited according to its relationship to the full-time workweek. For example, a Genetic Counselor would receive one week of full-time credit for each two weeks of half-time work.

b. **Grade Determinations.** In addition to the basic requirements for employment, the following criteria must be met when determining the grade of candidates.

(1) **Genetic Counselor, GS-9 grade (Entry Level)**

(a) **Experience, Education, and Licensure.** The entry level is used for Genetic Counselors who are recent graduates, not yet licensed and/or certified at the independent practice level or Genetic Counselors with less than one year of post-master’s degree experience.

(b) **Assignments.** Individuals assigned as GS-9 grade level Genetic Counselors are considered to be at the entry level and are closely supervised, including co-signatures where required, as they are not functioning at the full performance level. Under supervision, Genetic Counselors at this level provide genetic counseling services.

(c) **Demonstrated Knowledge, Skills, and Abilities (KSA).** None other than basic requirements.

(2) **Genetic Counselor, GS-11 (Full Performance Level)**

(a) **Experience, Education, and Licensure.** In addition to the basic requirements, candidates must have at least one year of post-master’s degree genetic counseling experience;

OR

In addition to the basic requirements, a doctoral degree in clinical genetic counseling or a related field may be substituted for the required one year of professional genetic counseling experience.

(b) **Assignments.** This is the full performance level for Genetic Counselors. At this level they are licensed to independently practice and provide genetic counseling services.

(c) **Demonstrated Knowledge, Skills, and Abilities (KSA).** In addition to meeting the entry level criteria candidate must demonstrate all of the KSAs below:

1. Oral and written communication skills to communicate the needs of different audiences (i.e., patients, referring providers, colleagues).
2. Ability to synthesize personal and family history, test results, and other pertinent information to determine the risk of conditions with a genetic component and make appropriate recommendations, including genetic testing, prevention, and screening options.

3. Ability to efficiently use primary resources (i.e., guidelines, webinars, journal articles) and secondary resources (i.e., GeneReviews) to identify, evaluate, and synthesize relevant scientific literature.

4. Ability to evaluate genetic test selection and methodology available at different laboratories, including the analytic validity, clinical validity, and clinical utility of a genetic test, and order germline genetic test.

5. Ability to select the best test strategies while balancing the various needs of stakeholders (i.e., VA pathology departments, the patient, the referring providers).

6. Knowledge of various federal and state regulations (i.e., documentation of informed consent) related to provision of care.

(3) Genetic Counselor, GS-12 (Advanced Clinical Level)

(a) Experience, Education, and Licensure. In addition to the basic requirements, candidates must have at least one year of progressively complex experience equivalent to the next lower grade level. Experience must have included a wide range of genetic counseling activities of advanced scope and complexity. Experience must demonstrate possession of advanced practice skills and judgment, demonstrating progressively more professional competency.

(b) Assignments. This is the advanced performance level for Genetic Counselors. Genetic Counselors at the advanced level may be responsible for specific clinical programs such as educational programming, clinical program evaluation and/or research activities. Genetic Counselors at this level demonstrate advanced knowledge of genetic conditions with specific expertise in targeted conditions. In addition, they can provide mentorship and education to students and newly hired genetic counselors.

(c) Demonstrated Knowledge, Skills, and Abilities (KSA). In addition to meeting the KSAs for the GS-11 level, the candidate must demonstrate all of the KSAs below:

1. Ability to organize, synthesize and select relevant clinical and programmatic information and effectively manage and organize time/priorities.

2. Advanced knowledge of genetic conditions, with specific expertise in targeted conditions.

3. Knowledge of, and ability to integrate, general learning/teaching principles.

4. Knowledge of national genetic counseling services, and most current methods and practices, as well as services available in VA, including program infrastructure and operations.

5. Ability to identify target audiences within and outside the VA for whom genetics educational material would be relevant.
6. Knowledge of educational resources available for genetic counselors as well as other medical specialties, as appropriate.

7. Ability to mentor/train genetic counseling students as well as newly hired genetic counselors.

(4) Genetic Counselor, GS-13 (Manager/Supervisor)

(a) **Experience, Education and Licensure.** In addition to the basic requirements, candidates must have at least one year of progressively complex experience equivalent to the next lower grade level. The experience must demonstrate possession of advanced practice skills and judgment, demonstrating progressively more professional competency. Candidates must also demonstrate possession of management/supervisory skills.

(b) **Assignments.** Genetic Counselor Supervisors manage the daily operations, develop and implement program policies and procedures, and/or serve as Chief or Principal Counselor to a number of Genetic Counselors. They have responsibility for staffing, work assignments, budget, ensuring availability and timeliness of clinical services to be provided, day-to-day program operation, and all reporting requirements. They monitor outcomes and prepare reports and statistics for national leadership. They have delegated authority to develop and implement work plans. They may serve as consultants to other management officials at the national level.

(c) **Demonstrated Knowledge, Skills, and Abilities (KSA).** In addition to meeting the KSAs for GS-12 grade level, the candidate must demonstrate all of the KSAs below:

1. Advanced knowledge of genetic practice guidelines and evidence-based practices and the ability to use these resources to make judgments and decisions associated with program management to guide program staff.

2. Ability to develop productivity standards for provision of services.

3. Knowledge and skill in management/administration which includes supervision, collaboration, and monitoring.

4. Ability to conduct outreach to create and foster collaborative relationships.

5. Strong public speaking and presentation skills.

(5) Genetic Counselor, GS-14 (Program Leadership Assignments) (VISN/National)

(a) **Experience, Education and Licensure.** In addition to the basic requirements, candidates must have at least one year of progressively complex experience equivalent to the next lower grade level. They must demonstrate possession of advanced practice skills in administration, with progressively more professional competency skills and judgment.

(b) **Assignments.** In addition to supporting Genetic Counselor Managers with daily operations, they oversee internal human and financial resources. They are responsible for oversight of administrative
and programmatic resources across multiple facilities or at a national level. They may direct genetic counseling or organizational development at the national level. Their decisions may affect staff and other resources associated with the programs managed and are made while exercising wide latitude and independent judgment. They monitor outcomes and have delegated authority to determine long range work plans and assure that implementation of the goals and objectives are achieved. They may serve as consultants to other management officials at the national level.

(c) **Demonstrated Knowledge, Skills, and Abilities (KSA).** In addition to meeting the KSAs for GS-13 grade level, the candidate must demonstrate all of the KSAs below:

1. Demonstrated global knowledge of genetic counseling practice to develop, maintain and oversee programs.

2. Advanced knowledge and skill in management/administration of a wide range of programs, which involves the operation and management of key clinical, training, or administrative programs at complex facilities and/or across multiple sites, and includes consultation, negotiation, and monitoring.

3. Ability to provide consultation on policy implementation, qualification standards, counseling practice, and competency that are consistent with organizational goals and objectives.

4. Ability to influence high level officials in adoption of, and conformance to, performance measures, monitors, and other policy guidelines.

4. **DEVIATIONS**

   a. The approving official may, under unusual circumstances, approve reasonable deviations to the grade determination requirements for Genetic Counselor in VHA whose composite record of accomplishments, performance, and qualifications, as well as current assignments, warrant such action based on demonstrated competence to meet the requirements on the proposed grade.

   b. Under no circumstances will the certification, educational or licensure requirements be waived.

   c. The placement of individuals in grade levels or assignments not described in this standard must be approved by the Under Secretary for Health, or designee, in VHA Central Office.

**Authority:** 38 U.S.C. §§ 7402, 7403]