

Department of Veterans Affairs Nurse and Physician Assistant Retention and Income Security Enhancement (RAISE) Act Implementation

1. **PURPOSE:** The purpose of this notice is to amend Department of Veterans Affairs (VA) Handbook 5007 and provide guidance on implementing pay cap increases for occupations outlined under the provisions of the Department of Veterans Affairs Nurse and Physician Assistant Retention and Income Security Enhancement Act (P.L. 117-103, Division S, Title I) (RAISE Act) which amended 38 U.S.C. §§ 7404 and 7451.
2. **POLICY:** On March 15, 2022, the Consolidated Appropriations Act, 2022 (P.L. 117-103) was signed into law which included the RAISE Act in Division S, Title I. Section 102 of the RAISE Act authorizes the increase of the maximum rate of basic pay to the Executive Level-I (\$226,300 for 2022) for Advanced Practice Nurses and Physician Assistants (PAs), to the Executive Level-II (\$203,700 for 2022) for Registered Nurses (RNs), and to the Executive Level-IV (\$176,300 for 2022) for any other covered positions. The maximum rate of basic pay for Certified Registered Nurse Anesthetists (CRNA) may exceed Level-I pursuant to an adjustment under 38 U.S.C. § 7451(d).
 - a. Section 102 of the RAISE Act amended 38 U.S.C. § 7404 to allow VA discretionary authority to provide the basic pay of RNs and PAs appointed via 38 U.S.C. § 7306 and § 7401(4) to be determined under subchapter IV of 38 U.S.C. Also, RNs and PAs appointed via 38 U.S.C. § 7306 or § 7401(4) are eligible for recruitment and retention pay outlined in 38 U.S.C. § 7458.
 - b. Section 102 of the RAISE Act amended 38 U.S.C. § 7404(e) to allow the position of Chief Nursing Officer, Office of Nursing Services, to be exempt from the provisions of section 7451 of 38 U.S.C. The Chief Nursing Officer, Office of Nursing Services, shall be paid basic pay at a rate determined by the Secretary, not to exceed the maximum rate established under subchapter IV of 38 U.S.C.
 - c. Changes to pay limitations are effective upon enactment of the RAISE Act. Any associated pay adjustments for employees will be effective beginning March 27, 2022, and thereafter at the beginning of a pay period. VA will publish revised pay tables.
 - d. This policy also amends VA Handbook 5007:
 - (1) Authorizes the Chief Nursing Officer in VHA Central Office appointed via 38 U.S.C. § 7306 to receive nurse executive special pay outlined in 38 U.S.C. § 7452(g).
 - (2) Physician Assistants, Advanced Practice Nurses and Registered Nurses appointed under 38 U.S.C. § 7401(1) and § 7405(a)(1) may not be paid aggregate compensation in a calendar year higher than the annual pay received by the Vice President of the United States. Nurse Executive

positions eligible to receive special pay may not be paid aggregate compensation in a calendar year higher than the annual pay (excluding expenses) received by the President of the United States.

3. **RESPONSIBLE OFFICE:** Office of the Chief Human Capital Officer (05), Compensation and Classification Service (055).
4. **RELATED HANDBOOK:** VA Handbook 5007, Pay Administration.
5. **RESCISSION:** This notice will be rescinded and guidance incorporated into the appropriate handbook no later than one year after the date of publication.

CERTIFIED BY:

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

/s/
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Assistant Secretary for
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/s/
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