

115TH CONGRESS  
1ST SESSION

# H. R. 1367

---

## AN ACT

To improve the authority of the Secretary of Veterans Affairs to hire and retain physicians and other employees of the Department of Veterans Affairs, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

**1 SECTION 1. TABLE OF CONTENTS.**

**2** The table of contents for this Act is as follows:

- Sec. 1. Table of contents.
- Sec. 2. Modification to annual determination of staffing shortages in Veterans Health Administration.
- Sec. 3. Executive management fellowship program.
- Sec. 4. Accountability of leaders for managing the Department of Veterans Affairs.
- Sec. 5. Modification to veterans preference.
- Sec. 6. Reemployment of former employees.
- Sec. 7. Recruiting database.
- Sec. 8. Human resources academy.
- Sec. 9. Promotional opportunities for technical experts.
- Sec. 10. Comptroller General study on succession planning.
- Sec. 11. Employment of students and recent graduates.
- Sec. 12. Exit surveys.
- Sec. 13. Encouraging transition of military medical professionals into employment with Veterans Health Administration.
- Sec. 14. Plan to hire directors of medical centers of Department of Veterans Affairs.
- Sec. 15. Recruitment of physicians in Department of Veterans Affairs.

**3 SEC. 2. MODIFICATION TO ANNUAL DETERMINATION OF**  
**4 STAFFING SHORTAGES IN VETERANS HEALTH**  
**5 ADMINISTRATION.**

**6** Section 7412(a) of title 38, United States Code, is  
**7** amended—

- 8** (1) by striking “the five occupations” and in-
- 9** serting “at a minimum, the five clinical occupations
- 10** and the five nonclinical occupations”; and
- 11** (2) by striking “throughout the Department”
- 12** and inserting “with respect to each medical center of
- 13** the Department,”.

1 **SEC. 3. EXECUTIVE MANAGEMENT FELLOWSHIP PROGRAM.**

2 (a) FELLOWSHIP PROGRAM.—Chapter 7 of title 38,  
3 United States Code, is amended by adding at the end the  
4 following new subchapter:

5 “SUBCHAPTER III—EXECUTIVE MANAGEMENT  
6 FELLOWSHIP PROGRAM

7 “§ 741. **Executive Management Fellowship Program**

8 “(a) FELLOWSHIP PROGRAM.—There is in the De-  
9 partment an Executive Management Fellowship Program.  
10 The purpose of the program shall be to provide—

11 “(1) eligible employees of the Veterans Benefits  
12 Administration and the Veterans Health Administra-  
13 tion with training and experience in the private sec-  
14 tor; and

15 “(2) eligible employees of a private-sector entity  
16 with training and experience in the Department of  
17 Veterans Affairs.

18 “(b) FELLOWSHIP.—(1) A fellowship provided under  
19 this section is a 1-year fellowship during which—

20 “(A) with respect to a Department participant,  
21 the participant receives training and experience at a  
22 private-sector entity that is engaged in the adminis-  
23 tration and delivery of health care or other services  
24 similar to the benefits administered by the Sec-  
25 retary; and

1           “(B) with respect to a private-sector partici-  
2           pant, the participant receives training and experi-  
3           ence at the Veterans Benefits Administration or the  
4           Veterans Health Administration.

5           “(2) The Secretary shall enter into such agreements  
6 with private-sector entities as are necessary to carry out  
7 this section.

8           “(c) SELECTION OF RECIPIENTS.—(1) In August of  
9 each year, the Secretary shall select—

10           “(A) not fewer than 18 and not more than 30  
11           eligible employees of the Veterans Benefits Adminis-  
12           tration and the Veterans Health Administration to  
13           receive a fellowship under this section; and

14           “(B) not fewer than 18 and not more than 30  
15           eligible employees of private-sector entities to receive  
16           a fellowship under this section.

17           “(2) To the extent practicable, the Secretary shall se-  
18 lect eligible employees under subparagraphs (A) and (B)  
19 of paragraph (1) from among eligible employees who are  
20 veterans in a manner that is reflective of the demographics  
21 of the veteran population of the United States and that  
22 whenever practicable provides a preference to such em-  
23 ployees who represent or service rural areas.

24           “(d) ELIGIBLE EMPLOYEES.—For the purposes of  
25 this section, an eligible employee is—

1 “(1) with respect to an employee of the Vet-  
2 erans Benefits Administration or the Veterans  
3 Health Administration, an employee who—

4 “(A) is compensated at a rate of basic pay  
5 not less than the minimum rate of basic pay  
6 payable for grade GS–14 of the General Sched-  
7 ule and not more than either the minimum rate  
8 of basic pay payable to a member of the Senior  
9 Executive Service under section 5382 of title 5,  
10 United States Code, or the minimum rate of  
11 basic pay payable pursuant to chapter 74 of  
12 this title, as the case may be;

13 “(B) enters into an agreement with the  
14 Secretary under subsection (e); and

15 “(C) submits to the Secretary an applica-  
16 tion containing such information and assur-  
17 ances as the Secretary may require; and

18 “(2) with respect to an employee of a private-  
19 sector entity, an employee who—

20 “(A) is employed in a position whose du-  
21 ties and responsibilities are commensurate with  
22 an employee of the Department described in  
23 paragraph (1);

24 “(B) enters into an agreement with the  
25 Secretary under subsection (e); and

1           “(C) submits to the Secretary an applica-  
2           tion containing such information and assur-  
3           ances as the Secretary may require.

4           “(e) AGREEMENTS.—(1) An agreement between the  
5           Secretary and a Department participant shall be in writ-  
6           ing, shall be signed by the participant, and shall include  
7           the following provisions:

8           “(A) The Secretary’s agreement to provide the  
9           participant with a fellowship under this section;

10          “(B) The participant’s agreement—

11               “(i) to accept the fellowship;

12               “(ii) after completion of the fellowship, to  
13               serve as a full-time employee in the Veterans  
14               Benefits Administration or the Veterans Health  
15               Administration for at least 2 years as specified  
16               in the agreement; and

17               “(iii) that, during the 2-year period begin-  
18               ning on the last day of the fellowship, the par-  
19               ticipant will not accept employment in the same  
20               industry as the industry of the private-sector  
21               entity at which the participant accepts the fel-  
22               lowship.

23          “(C) A provision that any financial obligation of  
24          the United States arising out of an agreement en-  
25          tered into under this subchapter, and any obligation

1 of the participant which is conditioned on such  
2 agreement, is contingent upon funds being appro-  
3 priated.

4 “(D) A statement of the damages to which the  
5 United States is entitled under this subchapter for  
6 the participant’s breach of the agreement.

7 “(E) Such other terms as the Secretary deter-  
8 mines are required to be included in the agreement.

9 “(2) An agreement between the Secretary and a pri-  
10 vate-sector participant shall be in writing, shall be signed  
11 by the participant, and shall include the following provi-  
12 sions:

13 “(A) The Secretary’s agreement to provide the  
14 participant with a fellowship under this section.

15 “(B) The participant’s agreement to accept the  
16 fellowship.

17 “(C) Such other terms as the Secretary deter-  
18 mines are required to be included in the agreement.

19 “(f) TREATMENT OF RECIPIENTS.—(1) A Depart-  
20 ment participant shall be considered an employee of the  
21 Department for all purposes, including for purposes of re-  
22 ceiving a salary and benefits, and shall remain eligible for  
23 all promotion and incentive programs otherwise available  
24 to such an employee.

1       “(2) A private-sector participant shall be considered  
2 an employee of the private-sector entity that employs the  
3 participant for all purposes, including for purposes of re-  
4 ceiving a salary and benefits, and during the fellowship  
5 shall be treated as a contractor of the Department.

6       “(g) REPORTS.—Not later than 60 days after com-  
7 pleting a fellowship under this section, a recipient of the  
8 fellowship shall submit to the Secretary a report on the  
9 fellowship. Each such report shall describe the duties of  
10 the recipient during the fellowship and any recommenda-  
11 tions of the recipient for the application by the Secretary  
12 of industry processes, technologies, and best practices. Not  
13 later than 7 days after receiving each such report, the Sec-  
14 retary shall submit to the Committees on Veterans’ Affairs  
15 of the Senate and House of Representatives such report  
16 without change.

17       “(h) DEFINITIONS.—In this section:

18               “(1) The term ‘Department participant’ means  
19 an employee of the Veterans Benefits Administration  
20 or the Veterans Health Administration who is par-  
21 ticipating in the fellowship under this section.

22               “(2) The term ‘private-sector entity’ includes  
23 an entity operating under a public-private partner-  
24 ship.



1           “(3) The term ‘private-sector participant’  
 2           means an employee of a private-sector entity who is  
 3           participating in the fellowship under this section.”.

4           (b) DEADLINE FOR IMPLEMENTATION.—Not later  
 5 than 1 year after the date of the enactment of this Act,  
 6 the Secretary of Veterans Affairs shall implement the Ex-  
 7 ecutive Management Fellowship Program required under  
 8 section 741 of title 38, United States Code, as added by  
 9 subsection (a).

10          (c) CLERICAL AMENDMENT.—The table of sections  
 11 at the beginning of chapter 7 of title 38, United States  
 12 Code, is amended by adding at the end the following new  
 13 items:

“SUBCHAPTER III—EXECUTIVE MANAGEMENT FELLOWSHIP PROGRAM

“741. Executive Management Fellowship Program.”.

14 **SEC. 4. ACCOUNTABILITY OF LEADERS FOR MANAGING**  
 15 **THE DEPARTMENT OF VETERANS AFFAIRS.**

16          (a) IN GENERAL.—Chapter 7 of title 38, United  
 17 States Code, is amended by inserting after section 717 the  
 18 following new section:

19 **“§ 719. Annual performance plan for political ap-**  
 20 **pointees**

21          “(a) IN GENERAL.—The Secretary shall conduct an  
 22 annual performance plan for each political appointee of  
 23 the Department that is similar to the annual performance  
 24 plan conducted for an employee of the Department who

1 is appointed as a career appointee (as that term is defined  
2 in section 3132(a)(4) of title 5) within the Senior Execu-  
3 tive Service at the Department.

4 “(b) ELEMENTS OF PLAN.—Each annual perform-  
5 ance plan conducted under subsection (a) with respect to  
6 a political appointee of the Department shall include an  
7 assessment of whether the appointee is meeting the fol-  
8 lowing goals:

9 “(1) Recruiting, selecting, and retaining well-  
10 qualified individuals for employment at the Depart-  
11 ment.

12 “(2) Engaging and motivating employees.

13 “(3) Training and developing employees and  
14 preparing those employees for future leadership roles  
15 within the Department.

16 “(4) Holding each employee of the Department  
17 that is a manager accountable for addressing issues  
18 relating to performance, in particular issues relating  
19 to the performance of employees that report to the  
20 manager.

21 “(c) DEFINITION OF POLITICAL APPOINTEE.—In  
22 this section, the term ‘political appointee’ means an em-  
23 ployee of the Department who holds—

24 “(1) a position which has been excepted from  
25 the competitive service by reason of its confidential,

1 policy-determining, policy-making, or policy-advocating character; or

3 “(2) a position in the Senior Executive Service  
4 as a noncareer appointee (as such term is defined in  
5 section 3132(a) of title 5).”.

6 (b) CLERICAL AMENDMENT.—The table of sections  
7 at the beginning of chapter 7 of such title is amended by  
8 inserting after the item relating to section 717 the fol-  
9 lowing new item:

“719. Annual performance plan for political appointees.”.

10 **SEC. 5. MODIFICATION TO VETERANS PREFERENCE.**

11 (a) ACTIVE DUTY REQUIREMENT.—Section  
12 2108(1)(B) and (D) of title 5, United States Code, are  
13 amended by striking “consecutive” in each instance it ap-  
14 pears and inserting “cumulative”.

15 (b) EXPANSION OF ELIGIBILITY OF RETIRED VET-  
16 ERANS.—Section 2108(4) of title 5, United States Code,  
17 is amended to read as follows:

18 “(4) ‘preference eligible’ includes a retired  
19 member of the armed forces; and”.

20 **SEC. 6. REEMPLOYMENT OF FORMER EMPLOYEES.**

21 (a) IN GENERAL.—Notwithstanding sections 3309  
22 through 3318 of title 5, United States Code, the Secretary  
23 of Veterans Affairs may noncompetitively appoint a quali-  
24 fied former career or career conditional employee to any  
25 position within the competitive service at the Department

1 of Veterans Affairs that is one grade or equivalent higher  
2 than the grade or equivalent of the position at the Depart-  
3 ment most recently occupied by the employee.

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

8 (c) DEFINITION OF QUALIFIED FORMER EM-  
9 PLOYEE.—For purposes of this section, the term “quali-  
10 fied former employee” means any individual who—

11 (1) formerly occupied any career or career con-  
12 ditional position at the Department of Veterans Af-  
13 fairs within 2 years before applying for reemploy-  
14 ment at the Department;

15 (2) voluntarily left such position, or was subject  
16 to a reduction in force, and had a satisfactory per-  
17 formance record while occupying such position; and

18 (3) since leaving such position has maintained  
19 licensing requirements, related to the position, if  
20 any, and gained skill, knowledge, or other factors re-  
21 lated to the position.

22 **SEC. 7. RECRUITING DATABASE.**

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

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

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

7       (b) QUALIFIED APPLICANT.—If the Secretary deter-  
8       mines that an applicant for a vacant position listed in the  
9       database established under subsection (a) is qualified for  
10      such position but does not select the applicant for such  
11      position, the Secretary, at the election of the applicant,  
12      may consider the applicant for other similar vacant posi-  
13      tions listed in the database for which the applicant is  
14      qualified.

15      (c) PROLONGED VACANCIES.—If the Secretary does  
16      not fill a vacant position listed in the database established  
17      under subsection (a) after a period determined appro-  
18      priate by the Secretary, the Secretary—

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

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

23      (d) REPORT.—Not later than 1 year after the date  
24      of the enactment of this Act, the Secretary shall submit

1 to Congress a report on the use and efficacy of the data-  
2 base established under subsection (a).

3 **SEC. 8. HUMAN RESOURCES ACADEMY.**

4 (a) IN GENERAL.—The Secretary of Veterans Affairs  
5 shall provide to human resources professionals of the Vet-  
6 erans Health Administration of the Department of Vet-  
7 erans Affairs training on how to best recruit and retain  
8 employees of the Veterans Health Administration, includ-  
9 ing with respect to any recruitment and retention matters  
10 that are unique to the Veterans Health Administration  
11 pursuant to chapter 74 of title 38, United States Code,  
12 or other provisions of law. The Secretary shall provide  
13 such training virtually.

14 (b) AMOUNT OF TRAINING.—The Secretary shall en-  
15 sure that each human resources professional of the Vet-  
16 erans Health Administration receives the training de-  
17 scribed in subsection (a)—

- 18 (1) as soon as practicable after being hired by  
19 the Secretary as a human resource professional; and  
20 (2) annually thereafter.

21 (c) CERTIFICATION.—The Secretary shall require  
22 that each human resources professional of the Veterans  
23 Health Administration, upon the completion of the train-  
24 ing described in subsection (a), certifies that the profes-

1 sional received the training and understands the informa-  
2 tion provided by the training.

3 (d) ANNUAL REPORT.—The Secretary shall submit  
4 to the Committees on Veterans' Affairs of the House of  
5 Representatives and the Senate an annual report on the  
6 training described in subsection (a), including the cost of  
7 providing such training and the number of human re-  
8 sources professionals who received such training during  
9 the year covered by the report.

10 **SEC. 9. PROMOTIONAL OPPORTUNITIES FOR TECHNICAL**  
11 **EXPERTS.**

12 Not later than 1 year after the date of the enactment  
13 of this Act, the Secretary of Veterans Affairs shall estab-  
14 lish a promotional track system for employees of the De-  
15 partment of Veterans Affairs that the Secretary deter-  
16 mines are technical experts pursuant to regulations pre-  
17 scribed by the Secretary for purposes of carrying out this  
18 section. Such system shall—

19 (1) provide any such employee the opportunity  
20 to advance within the Department without being re-  
21 quired to transition to a management position; and

22 (2) for purposes of achieving career advance-  
23 ment—

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

1 (B) notwithstanding any other provision of  
2 law, provide for increases in pay for any such  
3 employee.

4 **SEC. 10. COMPTROLLER GENERAL STUDY ON SUCCESSION**  
5 **PLANNING.**

6 (a) STUDY.—The Comptroller General of the United  
7 States shall conduct a study on each of the following:

8 (1) The succession planning at each medical fa-  
9 cility of the Department of Veterans Affairs, includ-  
10 ing each medical center, domiciliary facility, out-  
11 patient clinic, community-based outpatient clinic,  
12 and vet center.

13 (2) The succession planning at the Veterans  
14 Benefits Administration and the National Cemetery  
15 Administration of the Department.

16 (b) ELEMENTS.—The study under subsection (a)  
17 shall include, for each entity studied under the study, the  
18 following:

19 (1) A determination of the mission-critical posi-  
20 tions within the entity and the vacancy risk of such  
21 positions.

22 (2) An analysis of the future needs for mission-  
23 critical positions and gaps within the existing talent  
24 pool of the entity.



1           (3) A description of strategies to close skill  
2           gaps through the use of training for existing staff,  
3           targeted recruitment, and hiring.

4           (4) A plan to regularly evaluate progress of  
5           staff and update existing succession plans using  
6           clear and measurable metrics and benchmarks.

7           (5) A demonstration of the capacity of the enti-  
8           ty to execute succession plans with successful succes-  
9           sion management strategies.

10          (6) An analysis of succession planning and hir-  
11          ing as it relates to rural areas.

12          (7) Any other matters the Comptroller General  
13          determines appropriate.

14          (c) REPORT.—Not later than 2 years after the date  
15          of the enactment of this Act, the Comptroller General shall  
16          submit to the Committees on Veterans' Affairs of the  
17          House of Representatives and the Senate a report con-  
18          taining each study conducted under subsection (a).

19       **SEC. 11. EMPLOYMENT OF STUDENTS AND RECENT GRAD-**  
20       **UATES.**

21          (a) IN GENERAL.—The Secretary of Veterans Affairs  
22          shall prescribe regulations to allow for excepted service ap-  
23          pointments of students and recent graduates leading to  
24          conversion to career or career conditional employment of

1 a student or recent graduate of a qualifying educational  
2 institution, as defined by the Department.

3 (b) APPLICABILITY.—The conversion authority de-  
4 scribed in subsection (a) shall be applicable to individuals  
5 in good standing who—

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

8 (2) are employed in the Department in a volun-  
9 teer capacity and performing substantive duties com-  
10 parable to those of individuals in internship or fel-  
11 lowship programs and meet the required number of  
12 hours for conversion;

13 (3) are employed in the Department under a  
14 contract or agreement with an external nonprofit or-  
15 ganization and performing substantive duties com-  
16 parable to those of individuals in internship or fel-  
17 lowship programs;

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

20 (5) graduated from a qualifying educational in-  
21 stitution, as defined by the Department, and have  
22 not reached 30 years of age.

23 (c) UNIFORMITY.—For the purposes of subsections  
24 (b)(2) and (b)(3), hours of work performed by an indi-  
25 vidual employed shall be considered equal to those per-

1 formed by an individual employed in a qualifying intern-  
2 ship or fellowship program by the Department.

3 **SEC. 12. EXIT SURVEYS.**

4 (a) IN GENERAL.—The Secretary of Veterans Affairs  
5 shall develop and carry out a standardized exit survey to  
6 be voluntarily completed by career and noncareer employ-  
7 ees and executives of the Department of Veterans Affairs  
8 who voluntarily separate from the Department. Such exit  
9 survey shall be developed in consultation with an appro-  
10 priate non-Department entity with experience developing  
11 such surveys.

12 (b) SURVEY CONTENT.—The survey shall include, at  
13 a minimum—

- 14 (1) reasons for leaving the Department;  
15 (2) efforts made by the supervisor of the em-  
16 ployee to retain the individual;  
17 (3) the extent of job satisfaction and engage-  
18 ment during the employment;  
19 (4) the intent of employee to either remain em-  
20 ployed within the Federal Government or to leave  
21 employment with the Federal Government; and  
22 (5) such other matters as the Secretary deter-  
23 mines appropriate.

24 (c) ANONYMITY OF SURVEY CONTENT.—The Sec-  
25 retary shall ensure that data collected under subsection

1 (a) is anonymized, including through the use of a location  
2 that allows for privacy, is not directly visible by another  
3 employee, and does not require the departing employee to  
4 input any personally identifiable data.

5 (d) SHARING OF SURVEY DATA.—The Secretary  
6 shall ensure that the results of the survey required by sub-  
7 section (a) are aggregated at the Veterans Integrated  
8 Service Network level and are shared on an annual basis  
9 with directors and managers of facilities of the Depart-  
10 ment and the Veterans Integrated Service Networks.

11 (e) REPORT.—Not later than 1 year after the date  
12 of the enactment of this Act, and annually thereafter, the  
13 Secretary shall submit to the Committees on Veterans' Af-  
14 fairs of the House of Representatives and the Senate a  
15 report containing the aggregate results of the exit survey  
16 under subsection (a) covering the year prior to the report.  
17 The report shall include—

18 (1) an analysis of the most common reasons  
19 employees choose to leave the Department;

20 (2) steps the Secretary is taking to improve re-  
21 tention, particularly for mission-critical occupations;

22 (3) the demographic characteristics of employ-  
23 ees choosing to leave the Department;

24 (4) any legislative barriers to improving em-  
25 ployee retention; and

1           (5) the total number of employees who volun-  
2           tarily separated from the Department and the num-  
3           ber and percentage of whom took the exit survey  
4           under subsection (a).

5 **SEC. 13. ENCOURAGING TRANSITION OF MILITARY MED-**  
6 **ICAL PROFESSIONALS INTO EMPLOYMENT**  
7 **WITH VETERANS HEALTH ADMINISTRATION.**

8           The Secretary of Veterans Affairs shall establish a  
9           program to encourage an individual who serves in the  
10          Armed Forces with a military occupational specialty relat-  
11          ing to the provision of health care to seek employment  
12          with the Veterans Health Administration when the indi-  
13          vidual has been discharged or released from service in the  
14          Armed Forces or is contemplating separating from such  
15          service.

16 **SEC. 14. PLAN TO HIRE DIRECTORS OF MEDICAL CENTERS**  
17 **OF DEPARTMENT OF VETERANS AFFAIRS.**

18          (a) PLAN.—Not later than 120 days after the date  
19          of the enactment of this Act, the Secretary of Veterans  
20          Affairs shall develop and implement a plan to hire highly  
21          qualified directors for each medical center of the Depart-  
22          ment of Veterans Affairs that lacks a permanent director  
23          as of the date of the plan. The Secretary shall prioritize  
24          the hiring of such directors for the medical centers that  
25          have not had a permanent director for the longest periods.

1       (b) MATTERS INCLUDED.—The plan developed under  
2 subsection (a) shall include the following:

3           (1) A deadline to hire the directors of the med-  
4 ical centers of the Department as described in such  
5 subsection.

6           (2) Identification of the possible impediments to  
7 such hiring.

8           (3) Identification of opportunities to promote  
9 and train candidates from within the Department to  
10 senior executive positions in the Department, includ-  
11 ing as directors of medical centers.

12       (c) SUBMISSION.—Not later than 120 days after the  
13 date of the enactment of this Act, the Secretary shall sub-  
14 mit to the Committees on Veterans' Affairs of the House  
15 of Representatives and the Senate the plan developed  
16 under subsection (a).

17       (d) SEMIANNUAL REPORTS.—Not later than 180  
18 days after the date of the enactment of this Act, and each  
19 180-day period thereafter until January 1, 2018, the Sec-  
20 retary shall submit to the Committees on Veterans' Affairs  
21 of the House of Representatives and the Senate a list of  
22 each medical center of the Department that lacks a per-  
23 manent director as of the date of the report.

1 **SEC. 15. RECRUITMENT OF PHYSICIANS IN DEPARTMENT**  
2 **OF VETERANS AFFAIRS.**

3 (a) IN GENERAL.—Section 7402(b)(1) of title 38,  
4 United States Code, is amended—

5 (1) by inserting “or to be offered a contingent  
6 appointment to such position,” after “position,”; and

7 (2) by striking subparagraph (B) and inserting  
8 the following new subparagraph (B):

9 “(B)(i) have completed a residency program  
10 satisfactory to the Secretary; or

11 “(ii) with respect to an offer for a contingent  
12 appointment upon the completion of a post-graduate  
13 training program, complete such a residency pro-  
14 gram by not later than 2 years after the date of  
15 such offer; and”.

16 (b) OVERSIGHT OF GRADUATE MEDICAL EDUCATION  
17 PROGRAMS.—The Secretary shall—

18 (1) ensure that a recruiter or other similar offi-  
19 cial of each Veterans Integrated Service Network  
20 visits, not less than annually, each allopathic and os-  
21 teopathic teaching institution with a graduate med-  
22 ical education program within the Network to re-  
23 cruit individuals to be appointed to positions in the  
24 Veterans Health Administration; and

- 1           (2) submit to Congress an annual report on the
- 2           implementation of paragraph (1), including the suc-
- 3           cess of such recruiting efforts.

Passed the House of Representatives March 17,  
2017.

Attest:

*Clerk.*





115<sup>TH</sup> CONGRESS  
1<sup>ST</sup> Session

# H. R. 1367

---

## AN ACT

To improve the authority of the Secretary of Veterans Affairs to hire and retain physicians and other employees of the Department of Veterans Affairs, and for other purposes.