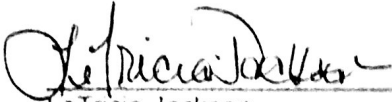


This memorandum of understanding (MOU) sets forth an agreement between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA) and the National Nurses Organizing Committee, National Nurses United (NNOC/NNU). This MOU is entered pursuant to the provisions 5 U.S.C. Chapter 71 and applies to all registered nurses and advanced practice registered nurses represented by NNOC/NNU regarding the implementation of the Primary Care/Mental Health Initiative.

1. Nurse Practitioners (NPs) panel size and productivity standards will not exceed the current requirement as outlined in VHA Directive 1406, Patient Centered Management Module (PCMM) for Primary Care and VHA Directive 1101.02, Primary Care Management Module and VHA Directive 1161, Productivity and Staffing in Outpatient Clinical Encounters for Mental Health Providers.
2. NPs who are >20% under panel with PACTs not staffed at the recommended 3:1 ratio are encouraged to review these concerns with their supervisor and the site receiving services. Management will take into consideration PACT ratio/size at the provider's facility and the patient's site when making additional assignments. The Department agrees that following PACT guidelines are essential to providing safe care to veterans.
3. A fully staffed PACT Team is defined as (1) 1 Full time provider, (2) 1 Full time RN, (3) 1 Other Full Time Medical Professional and (4) 1 Full Time Admin Support.
4. NPs that have concerns about the medical complexity of newly assigned individual patients are encouraged to discuss these concerns with their supervisor. NPs input will be taken into consideration. NPs taking additional patients will only take additional Primary Care patients or Mental Health patients consistent with their current specialty.
5. NPs who are taking additional patients not located at their home facility will be provided with Telehealth training and equipment to support virtual care. All training will be done on duty time.
6. The Department will ensure all NPs are credentialed and privileged across all Network facilities for which they are asked to provide virtual care.
7. Upon request, NNOC/NNU will be provided with panel sizes related to its bargaining unit employees.
8. The effective date of this agreement will be the date signed by both parties. VACO LMR will expeditiously provide the local VA facilities with a signed copy of the agreement. The appropriate local management official will provide a copy of the signed MOU to the local NNOC/NNU Director upon their receipt.

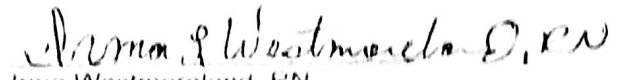
FOR THE AGENCY



LeTricia Jackson
Labor Relations Specialist
Department of Veterans Affairs (VA)

5/22/2018
Date

FOR THE UNION



Irma Westmoreland, RN
Chair
NNOC NNU

5-23-18
Date



James Zeveski
Labor Consultant
VHA Workforce Management and Consulting

5/22/2018
Date