



HOUSE COMMITTEE ON  
**VETERANS' AFFAIRS**  
*Chairman Phil Roe, M.D.*

**H.R. 1367: “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”**

**Background:**

Providing the top-notch health care and benefits our nation’s veterans deserve is impossible without a strong workforce, and VA’s inability to retain high-quality employees is hindering the quality of care veterans receive. A [2016 Best Places to Work survey](#) ranked the Department of Veterans Affairs (VA) second to last for large agencies overall, second to last in effective leadership and dead last in pay. The survey also found that the number of VA employees resigning or retiring has risen every year since 2009.

This bill would establish staffing, recruitment and retention programs to enable VA to recruit and retain the very best in the field. This bill would establish a recruiting database to make high-quality potential employees aware of positions at VA and create opportunities for career training and advancement for current VA employees through fellowship positions and a promotional track for technical experts.

This legislation would also require VA to measure and collect certain information regarding hiring effectiveness and train human resource employees in recruitment and retention methods.

**The Message:**

- VA’s future depends on its ability to efficiently recruit and retain highly qualified and motivated professionals at all levels.
- Ensuring our nation’s heroes receive the best quality health care means ensuring they are treated by the very best providers.
- This commonsense legislation would improve VA’s ability to recruit and retain high-quality healthcare providers and other professionals.
- This bill would correct deficiencies within VA’s overly bureaucratic and lengthy hiring process.