

## MEMORANDUM OF UNDERSTANDING (MOU)

National Federation of Federal Employees (NFFE) – VHA Handbook 1140.07 Geriatric Patient-Aligned Care Team (GeriPACT)

The following agreement is between the Department of Veterans Affairs (VA) and the National Federation of Federal Employees (NFFE), VA Council of Consolidated Locals (Union) concerning VHA Handbook 1140.07, Geriatric Patient-Aligned Care Team (GeriPACT).

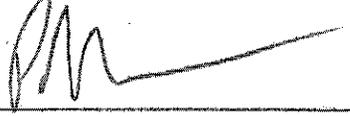
(1) The Department before assigning any provider to a GeriPACT team (provider is a physician (MD or DO), physician assistant (PA), nurse practitioner (NP), or clinical pharmacist with a scope of practice) shall ascertain that the provider has undertaken training and certification, or has received suitable extensive, gerontological, supervised clinical experience. This clinical experience must be in the management and co-management with primary care of patients of advanced age with chronic disease compounded by psychosocial and functional issues, in collaborative partnership with an interdisciplinary team of suitably prepared health care professionals.

(2) The parties agree all sessions devoted to GeriPACT are appropriately staffed and have suitable administrative support and clinical space. Panel sizes for GeriPACT due to complexity of the patients served in GeriPACT, the pro-rated full-time panel size of a physician geriatric provider must not exceed 2/3 of the panel capacity set for the facility's physician PCPs. For non-physician geriatric providers, the pro-rated full-time panel size must not exceed 2/3 the panel capacity set for the facility's independent non-physician PCPs. The Department will notify the Union when it determines that an increase of panel size is necessary and meet all bargaining obligations related to changes in working conditions.

(3) In Medical facility's and associated large ambulatory care Satellite clinics the Union will be notified by Management of the number of established GeriPACT Clinics and the names of all providers. The Union shall be able to request all data on PCMM/GeriPACT so as to monitor workload and panel size in accordance with the Directive.

(4) In large ambulatory outpatient facilities the Union shall have the right to request data on all panels of providers to determine the need for a GeriPACT if one does not exist. The target population shall be defined by this Directive and Workload Reporting. Where Management develops a Geri-PACT and changes employees working conditions, Management will meet its bargaining obligation locally. If training is developed nationally, the Department will meet its obligation to bargain nationally. Local unions may request to bargain on the local implementation of this VHA Handbook so long as there is no conflict with this MOU.

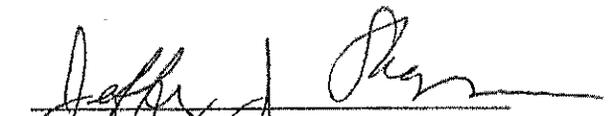
(5) Upon completion of this MOU it will distribute this information to all NFFE locals.



Peter A. MacEachern, Labor Relations Specialist  
Department of Veterans Affairs

4/15/15

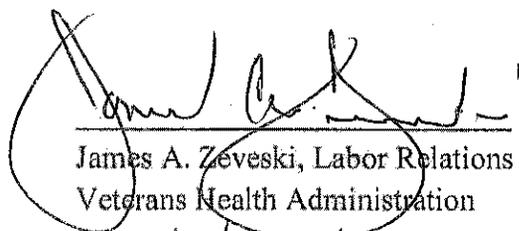
Date



Jeffrey Shapiro, VA Council President  
National Federation of Federal Employees

4/14/2015

Date



James A. Zeveski, Labor Relations Consultant  
Veterans Health Administration

4/15/2015

Date