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CHAPTER 4. PROBATIONARY PERIOD

4.01 GENERAL

a. The provisions of this chapter apply to employees serving a probationary period under 38 United States Code (U.S.C.) 7403(b). This means probational employees appointed under 38 U.S.C. 7401(1), including physicians, dentists, podiatrists, optometrists, nurses, nurse anesthetists, physician assistants, and expanded-function dental auxiliaries. As used in this chapter, any reference to an employee or employees means all of the preceding.

b. This chapter does not apply to employees appointed under 38 U.S.C. 7306 or 38 U.S.C. 7405. It does not apply to personnel listed under 38 U.S.C. 7401(3).

4.02 REFERENCES

38 U.S.C. 7401(1) and 7403(b).

4.03 POLICY

Retention of employees in the Veterans Health Administration (VHA) during the probationary period shall be contingent upon demonstrating that they are fully qualified and satisfactory. Only those employees who satisfactorily complete the probationary period shall acquire status as permanent employees in VHA.

Authority: 38 U.S.C. 501(a), 7403(b) and 7421.

4.04 POLICIES AND PROCEDURES

The Under Secretary for Health will issue policies and procedures concerning probationary periods. These policies and procedures shall include, but are not limited to defining creditable service; requiring reviews of employee performance; providing for separation of employees who are found not to be fully qualified and satisfactory; and permitting corrective actions for deficiencies in conduct or performance not warranting separation.

Authority: 38 U.S.C. 501(a), 7403(b) and 7421

