

STAFFING

- 1. REASON FOR ISSUE:** To revise Department of Veterans Affairs (VA) procedures regarding the organizational structure of Hybrid Title 38 Professional Standards Boards (PSBs).
- 2. SUMMARY OF CONTENTS/MAJOR CHANGES:** This handbook contains mandatory procedures on staffing. The pages in this handbook replace the corresponding page numbers in VA Handbook 5005. Revised text is contained in [brackets]. These changes will be incorporated into the electronic version of VA Handbook 5005 that is maintained on the [Office of Human Resources Management](#) Website. Significant changes include:
 - a. Eliminates local and VISN PSBs for Physical Therapist, Occupational Therapist, Physical Therapy Assistant, and Kinesiotherapist.
 - b. Condenses Physical Therapy Assistant PSBs from four regional boards to two.
 - c. Adds board locations for Licensed Professional Mental Health Counselor, Marriage and Family Therapist, Nursing Assistant, and Medical Support Assistant.
- 3. RESPONSIBLE OFFICE:** The Recruitment and Placement Policy Service (059), Office of the Deputy Assistant Secretary for Human Resources Management.
- 4. RELATED DIRECTIVES:** VA Directive 5005, Staffing.
- 5. RESCISSIONS:** VA Handbook 5005/57, Part II, Appendix O, dated June 14, 2012.

CERTIFIED BY:

/s/
Stephen W. Warren
Executive in Charge and Chief information Officer
Office of Information and Technology

**BY DIRECTION OF THE SECRETARY
OF VETERANS AFFAIRS:**

/s/
Gina S. Farrissee
Assistant Secretary for
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**APPENDIX O. ORGANIZATIONAL STRUCTURE LOCATION OF HYBRID TITLE 38
PROFESSIONAL STANDARDS BOARDS**

OCCUPATION	BOARD LOCATION
[0101 Licensed Professional Mental Health Counselor	National PSB for all grades]
[0101 Marriage and Family Therapist	National PSB for all grades]
0180 Psychologist	VISN & Facility PSB through GS-13 National PSB for GS-14 & 15 Regional PSB for Readjustment Counseling Service (RCS) Psychologists GS-13 & below National PSB for RCS Psychologists GS-14 & 15
0185 Social Worker	VISN & Facility PSB through GS-12 National PSB for GS-13 and & 14 Regional PSB for Readjustment Counseling Service (RCS) Social Workers GS-12 & below National PSB for RCS SWs GS-13 & 14
0601 Blind Rehabilitation Specialist/Blind Rehabilitation Outpatient Specialist	National Board –regional board members and GS-13 and above Five Regional Boards – through GS-12 Southeast – VISNs 7, 8, 9 Northeast – VISNs 1, 2, 3, 4, 5, 6 Central – VISNs 10, 11, 12, 15, 23 Southwest – VISNs 16, 17, 18, 19 Northwest – VISNs 20, 21, 22
0601 Nuclear Medicine Technologist	VISN & Facility PSB through GS-12 National PSB for all reconsideration actions
0601 Registered Respiratory Therapist	VISN & Facility PSB through GS-9 National PSB GS-11

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OCCUPATION	BOARD LOCATION
0620 LPN/LVN	<p>[] Facility PSB through GS-6</p> <p>[Regional] PSB GS-7</p> <p>[Eastern Region: VISNs 1-9</p> <p>Central Region: VISNs 10-12, 15-16 & 23</p> <p>Western Region: VISNs 17-22]</p> <p>National PSB for all reconsideration actions</p>
[0621 Nursing Assistant	<p>Facility PSB through GS-5</p> <p>National PSB for Reconsiderations]</p>
0630 Dietitian	<p>VISN & Facility PSB through GS-12</p> <p>National PSB for GS-13 & 14</p>
0631 Occupational Therapist	<p>[]</p> <p>Regional PSB through GS-12</p> <p>Northeast Region: VISNs 1-6 & 10</p> <p>Southeast Region: VISNs 7-9, 16 & 17</p> <p>Midwest Region: VISN's 11-15 & 23</p> <p>West Region: VISN's 18-22</p> <p>National PSB GS-13 &14</p>
0633 Physical Therapist	<p>[]</p> <p>Regional PSB through GS-12</p> <p>Northeast Region: VISNs 1-6 & 10</p> <p>Southeast Region: VISNs 7-9, 16 & 17</p> <p>Midwest Region: VISNs 11- 15 & 23</p> <p>West Region: VISNs 18-22</p> <p>National PSB GS-13 &14</p>

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OCCUPATION	BOARD LOCATION
0635 Kinesiotherapist (Corrective Therapist)	[] Regional PSB appointment & advancement through GS-12 Northeast Region: VISNs 1-6, 10 Southeast Region: VISNs 7-9, 16 & 17 Midwest Region: 11-15 & 23 West Region: VISNs 18-22 National PSB for GS-13 and above and all reconsideration actions
0636 Occupational Therapy Assistant	National PSB through GS-8
0636 Physical Therapy Assistant	[] Regional PSB for appointment & advancement through GS-7 [East Region: VISNs 1-10, 16 & 17] [West Region: VISNs 11-15, 18-23] National PSB for GS-8
0640 Certified Respiratory Therapist	VISN & Facility PSB through GS-7 National PSB GS-8
0644 Medical Technologist	VISN & Facility PSB through GS-12 National PSB for GS-13
0647 Diagnostic Radiologic Technologist	[Regional PSB] through GS-12 [East Region: VISNs 1-11 West Region: VISNs 12-23] National PSB for GS-13
0648 Therapeutic Radiologic Technologist	VISN & Facility through GS-11 National PSB for GS-12

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<p>0649 Medical Instrument Technician Anesthesia, GS-6-10 Cardiac Cath, GS-6-10 Diagnostic Ultrasound, GS-6-10 Echocardiography (ECG), GS-6-10 Electrocardiograph (EKG), GS-6-9 Electroencephalograph (EEG), GS-6-9 GI/Endo, [GS-5-7] Hemodialysis, GS 6-10 Perfusion, GS 9-11 Polysomnography, GS 6-10 Pulmonary Function, GS 6-10 Vascular, GS 6-10 Trainee, GS 4-5 [Gastroenterology (GI) GS 4-9]</p>	<p>VISN & Facility for all grades National Board for all reconsideration actions</p> <p>[National MIT (GI) PSB for all grades and reconsiderations]</p>
<p>0660 Pharmacist</p>	<p>Facility and local CMOP PSB for GS 11–12 appointments VISN PSB [] for GS-13 and GS-14 (non-chiefs) appointments, promotions and all SAAs [National CMOP PSB for GS-13 and GS-14 CMOP positions (non-Directors/non-chiefs) appointments, promotions and all SAAs] National PSB for [all] Chief [and CMOP Director] positions GS-14 and GS-15 [] appointments[,promotions and all SAAs]</p>
<p>0661 Pharmacy Technician</p>	<p>[Facility PSB for GS-5 and below appointments only Local CMOP PSB for GS-5 and below appointments only VISN PSB for GS-8 and below] National PSB if the VISN PSB does not have enough members at the GS-7 or GS-8 level [] and all reconsideration actions [National] CMOP PSB [(CMOP Technicians)] for GS [6-8]</p>

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OCCUPATION	BOARD LOCATION
0665 Audiologist, Speech Pathologist & Audiologist/Speech Pathologist	VISN & Facility for appointment through GS-12 Regional PSB for appointment & advancement through GS-13 Atlantic Region: VISNs 1-6 Southern Region: VISNs 7,8, 16, 17 Midwest Region: 9-12, 15, & 23 Western Region: 18-22 National PSB for GS-14 and all Research positions
0667 Orthotist/Prosthetist	Regional, VISN & Facility PSB for GS 5-11 East Region: VISNs 1-6 & 9 South/West Region: VISNs 7, 8, 18-22 Central Region: VISNs 10-12, 15-17, & 23 National PSB for GS-12 -14
0669 Medical Records Administrator/Specialist	VISN & Facility PSB for GS-5 to GS-12 National PSB for GS-13 &14
0672 Prosthetic Representative	Regional, VISN & Facility PSB for GS 5-11 Regional PSBs through GS-13 East Region: VISNs 1-6, & 9 South/West Region: VISNs 7, 8, 18-22 Central Region: VISNs 10-12, 15-17, & 23 National PSB for GS-14
0675 Medical Records Technician [(MRT)] [Health Information] Technician [HIT], Tumor[/Cancer] Registry, Medical Coder[, Release of Information (ROI)]	[VISN MRT PSB for Medical Coder GS-4 through 8 and HIT GS-4 through 7 National MRT PSB for Medical Coder GS-9 and HIT for GS-8 VISN MRT (ROI) PSB for GS-4 through 6 National MRT (ROI) PSB for GS-7 through 8 National PSB for MRT (Tumor/Cancer Registry) for GS-4 through 9]

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OCCUPATION	BOARD LOCATION
[0679 Medical Support Assistant	Facility PSB up to GS-7 VISN PSB for GS-8 and all reconsideration actions up to GS-7 National PSB for GS-8 if the VISN PSB does not have enough members at GS-8 level; and all GS-8 reconsideration actions]
0681 Dental Assistant	VISN & Facility PSB through GS-7 National PSB for all reconsideration requests
0682 Dental Hygienist	VISN & Facility PSB through GS-9 National PSB for all reconsideration requests
0858 Biomedical Engineer	National PSB for all grades

NOTE: *Regional Boards are alternate boards that are used when VISN boards cannot be constituted.*