

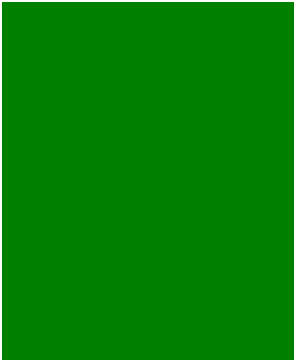
U.S. Department of Veterans Affairs
Veterans Benefits Administration

VBA - AFGE Memorandum of Understanding

**VBA Validation of the Competency Assessment Tool
Implementation**

This Memorandum of Understanding between the Department of Veterans Affairs, Veterans Benefits Administration and AFGE, National VA Council #53 concerning implementation of the Validation of the Competency Assessment tool.

1. VBA has stated that the purpose of this Competency Assessment tool is for assessing prospective new hires only to assist in the selection process for new VSR's and VCR's coming in under the Opportunity 2000 authority and is not applicable for internal employees.
2. No employee will be adversely affected by participation in this validation study.
3. Copies of the validation completed by bargaining unit employees will be forwarded directly by station proctors to NCS. No copies will be retained in the Regional Office. Copies of the study reviewed by Central Office personnel for validation purposes will be anonymous.
4. Supervisor assessments done as part of the validation process will be done without copies of individual employee responses. These supervisor assessments will be forwarded directly to NCS. No copies of the supervisor responses will be retained at an individual facility. Copies of the supervisor assessments reviewed by VBA Central Office personnel for validation purposes will be anonymous.
5. In those facilities where employees have performance standards with production or timeliness elements, the time spent validating the competency assessment will be excluded.
6. A copy of this MOU will be furnished to the Local President of all VBA facilities represented by AFGE. Local unions will be given the opportunity to bargain over appropriate issues not otherwise in conflict with this or other national level agreements, prior to local implementation.



/S/ Jennifer Long
For Management
For the NVAC

/S/ Alberta Franklin

Date: January 21, 2000

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Reviewed/Updated: February 15, 2002