

## MEMORANDUM OF UNDERSTANDING

The following constitutes an agreement between the Veterans Affairs (VA) Healthcare Systems of Ohio, VISN 10 and the American Federation of Government Employees, AFL-CIO, National VA Counsel #53 (NVAC) concerning the VISN 10 Clinical Simulation Training

1. The simulation training will be strictly voluntary and confidential.
2. A survey will be conducted to determine effectiveness of training.
3. Failure to attend the training will not be used in any way for discipline or performance based actions.
4. Management will provide the following:  
  
Specific details, e.g., agenda, objectives and/or course content.
5. Training will be evaluated in 6 months.



Iola Dews  
Chief Negotiator

9/19/14



Willie E. Haywood  
Chief Negotiator

9/19/14

## MEMORANDUM OF UNDERSTANDING

The following constitutes an agreement between the Veterans Affairs (VA) Health-care Systems of Ohio, VISN 10 and the American Federation of Government Employees, AFL-CIO, National VA Counsel #53 (NVAC) concerning the MHCL reorganization.

The following shall apply:

Reference: VHA Handbook 1160.01, Section 7, c(1):

*(1) Within each medical center, each of the core mental health professions needs to be represented by a designated leader in that profession who takes responsibility for the professional practice of that discipline and has responsibilities for mentoring and professional development of staff in that profession. This person needs to have responsibilities for, or direct input into, hiring decisions and performance evaluations.*

If adopting a program-based supervisory structure:

- Per VHA Handbook 1160.01, all facilities must name a Discipline Lead in the core mental health professions (Psychiatry, Psychology, Social Work, & Nursing).
- The responsibility of the Discipline Lead is to provide:
  - o Mentoring and professional development of staff in that profession.
  - o Input into hiring decisions of staff in that profession
  - o Input into performance evaluations of all staff in that profession as follows:
    - An assessment of the extent to which the provider meets the relevant specific professional standards of ethics and practice.

- Assessments should be made before the formal appraisals are done by the administrative supervisor.
  - The input should be verified in writing (email, memo, spreadsheet) and be specific to matters of professional practice.
- Serve on all discipline specific training committees (practicums, internships, residencies, and fellowships)
  - Sign/co-sign the *competency assessment* process and sign/co-sign the paperwork *granting privileges or scope of practice* (as applicable).
- Significant changes that are proposed related to the management of the given discipline (e.g. new discipline-specific performance expectations) must be reviewed by the Discipline Leads for comment.
  - Discipline Leads may provide consultation to Union and Management officials *on specific professional practice* matters as requested.

Discipline Leads should be provided time to fulfill these roles.

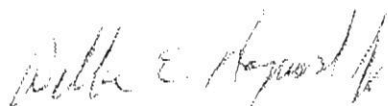
The above language will be attached to the Leads functional statement.

Both parties, upon proper notification can request to reopen this MOU to address unforeseen issues that may arise.



IOLA DEWS  
Chief Negotiator, VISN 10

9/16/14



WILLIE HAYWOOD  
Chief Negotiator, AFGIE/NVAC

9/17/14