

PROVIDED TO THE HOUSE AND SENATE COMMITTEES ON VETERANS' AFFAIRS
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U.S. Department of Veterans Affairs

October 15, 2015

This document provides the Department's weekly report on adverse employment actions initiated since June 3, 2014 on any basis related to patient scheduling, record manipulation, appointment delays, and/or patient deaths.

When taking any adverse employment action, VA must ensure that the action is legally supportable and that the subject employee is afforded the appropriate protections under the law, including the right to review and respond to the evidence VA has relied upon to take the action. If a proposed personnel action is made public, the employee's justifiable perception is that the agency has already made its final decision without regard to the employee's due process rights. This may jeopardize the final outcome of the proposed action.

The Department is informed that VA OIG is currently investigating alleged manipulation of scheduling data at many VA sites. The Department cannot commence an administrative investigation or otherwise compile evidence to support an adverse employment action while OIG is actively involved in investigating the same subject. The Department stands ready to act promptly upon receipt of OIG's completed reports on any of these sites.

The adverse personnel actions proposed and taken since June 3, 2014 on the basis of patient scheduling, record manipulation, appointment delays, and/or patient deaths are set forth in the table below. VA is providing this information in recognition of the Committees' oversight interest and request that the Committees limit its use to those purposes consistent with the Committees' stated oversight purpose.

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Current as of October 15, 2015

Facility Name	Position Title	Proposed Action	Date Proposed	Action Taken	Effective Date
	Registered Nurse (RN)	Removal**		Suspension - 45 - 60 days	
	Supervisor, Ambulatory Care & Processing	Suspension - 45 - 60 days**		Suspension - 45 - 60 days	
	Chief Business Officer	Removal**		Employee Retired in lieu of	
	Chief of Staff	Admonishment**		Admonishment	
	Medical Center Director	Suspension - 30 - 44 days**		Reprimand	
	Medical Support Assistant	Reprimand		Admonishment	
	Claims Assistant	Suspension - less than 14 days		Suspension - less than 14 days	
	Veteran Service Representative	Removal		Demotion	
	Decision Review Officer	Removal		Removal	
	Vocational Rehabilitation Counselor	Removal		Removal	
	Mail Clerk	Admonishment		Admonishment	
	Medical Support Assistant	Admonishment		No Disciplinary/Adverse Action Taken (ltrs of counseling included in this category)	
	Medical Support Assistant	Admonishment		No Disciplinary/Adverse Action Taken (ltrs of counseling included in this category)	

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			No Disciplinary/Adverse Action Taken (ltrs of - counseling included in this category)
Medical Support Assistant	Admonishment		
Medical Admin Specialist - AOD	Suspension - 14 - 29 days		Suspension - 14 - 29 days
Program Support Clerk	Reprimand		Reprimand
Administration Support	Reprimand		Rescinded
Med Supply Tech.	Removal		Removal
LPN	Suspension - Less than 14 days		Reprimand
Supervisory Veterans Service Representative	Removal		Removed
Veterans Service Representative	Removal		resignation in lieu of adverse action
Registered Nurse (RN)	Removal		Removal
Practical Nurse Ambulatory Care	Probationary Termination		Probationary Termination
Medical Support Assistant	Suspension - Less than 14 days		Reprimand
Medical Support Assistant	Admonishment		Admonishment
Health Technician, Pharmacy	Suspension - less than 14 days		Suspension - less than 14 days
Network Director	Admonishment		Admonishment
Health Aide	Probationary Termination		Rescinded
Veteran Service Representative	Removal		Removal
			No Disciplinary/Adverse Action Taken (ltrs of counseling included in this category)
Registered Nurse	Reprimand		

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Medical Support Assistant	Removal
Medical Support Technician	Suspension - Less than 14 days**
Administrative Officer	Admonishment
Nurse	Removal
Registered Nurse	Admonishment
Pharmacy Technician	Admonishment
Chief Grade Optometrist	Demotion
Veteran Service Center Manager	Admonishment
Clinical Nurse Manager	Demotion
RN	Suspension - 14 - 29 days
Nurse	Reprimand
Physician Assistant	Removal
Nurse	Removal
Registered Nurse	Probationary Termination
Chief, Social Work	Suspension - Less than 14 days
Health Systems Specialist	Admonishment
RN	Suspension - Less than 14 days
Physician (Regular FT)	Removal
Rating Veteran Service Representative	Removal
Veteran Service Representative	Admonishment
Staff Nurse	Admonishment
Nurse	Admonishment

Removal
Suspension - Less than 14 days
Admonishment
Reprimand
Admonishment
Admonishment
Demotion
Admonishment
Demotion
Suspension - 14 - 29 days
Reprimand
Removal
Removal
Employee Resigned in lieu of
Admonishment
Admonishment
Suspension - Less than 14 days
Removal
Suspension - Less than 14 days
No Disciplinary/Adverse Action Taken (ltrs of counseling included in this category)
Admonishment
Admonishment

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Nurse	Admonishment
RN	Probationary Termination
Physician	Suspension - 14 - 29 days
Radiology Technician	Suspension - Less than 14 days
Registered Nurse	Reprimand
Nurse	Reprimand
Nurse	Probationary Termination
RN	Removal
Respiratory Therapist	Suspension - 14 - 29 days
Vocational Nurse	Suspension - Less than 14 days
Veteran Service Representative	Reprimand
Veteran Service Representative	Removal
RN	Reprimand
Physician	Removal
Physician	Removal
Pharmacist	Admonishment
Physician	Suspension - Less than 14 days
Medical Technician	Removal
Certified Nursing Assistant	Probationary Termination
Vocational Rehabilitation Counselor	Suspension - Less than 14 days
Supervisory Medical Support Assistant	Removal
Supervisory Program Specialist	Removal
Veteran Service Representative	Removal
Nurse	Suspension - 14 - 29 days

Admonishment
Employee Resigned in lieu of
Suspension 14-29 days
Suspension - Less than 14 days
Reprimand
Reprimand
Probationary Termination
Pending
Suspension - Less than 14 days
Suspension - Less than 14 days
Reprimand
Suspension - Less than 14 days
Admonishment
Demotion
Removal
Admonishment
Suspension - Less than 14 days
Suspension - Less than 14 days
Employee Resigned in lieu of
Removal
Demotion
Suspension - Less than 14 days

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Student Nurse Technician	Suspension - Less than 14 days	Suspension - Less than 14 days
Nurse	Reprimand	Admonishment
LPN	Admonishment	Admonishment
Medical Support Assistant	Removal	Removal
Nursing Assistant	Suspension - Less than 14 days	Suspension - Less than 14 days
Veteran Service Representative	Suspension - 14 - 29 days	Suspension - Less than 14 days
DIAGNOSTIC RADIOLOGIC TECHNICIAN	Suspension - Less than 14 days	Suspension - Less than 14 days
Chief, Health Information Management Service	Removal	Suspension - 14 - 29 days
Nurse	Suspension - 30 - 44 days	Rescinded
Safety and Occupational Health Spec	Suspension - 14 - 29 days	Suspension - 14 - 29 days
Diagnostic Radiologic Technologist	Reprimand	Reprimand
Assistant Chief of Prosthetics	Probationary Termination	Probationary Termination
Med Support Asst	Probationary Termination	Probationary Termination
Nursing Assistant	Removal	Employee Resigned in lieu of
Claims Assistant	Suspension - Less than 14 days	Suspension - Less than 14 days
Social Worker	Suspension - Less than 14 days	Suspension - Less than 14 days
LPN	Suspension - Less than 14 days	Suspension - Less than 14 days
CBOC Nurse	Reprimand	Reprimand
CBOC Physician	Suspension - Less than 14 days	Suspension - Less than 14 days
Human Resources Assistant (Staffing)	Demotion	Suspension - Less than 14 days
Dental Assistant	Admonishment	Rescinded
Dental Assistant	Admonishment	Rescinded

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Veteran Service Representative	Reprimand	Reprimand
Nurse	Removal	Employee Resigned in lieu of
Registered Nurse	Removal	Removal
Health Technician	Suspension - Less than 14 days	Suspension - 14 - 29 days
Chief Nurse	Reprimand	No Disciplinary/Adverse Action Taken (ltrs of counseling included in this category)
Veteran Service Representative	Removal	Employee Resigned in lieu of
Medical Support Assistant	Removal**	Removal
Maintenance Mechanic	Removal	Removal
Staff Nurse	Removal	Removal
Physician	Removal	Suspension - Less than 14 days
Nursing Assistant	Removal	Employee Resigned in lieu of
Pharmacist	Probationary Termination	Probationary Termination
Diagnostic Radiology Technician	Suspension - 14 - 29 days	Suspension - 14 - 29 days
Medical Instrument Tech	Suspension - 14 - 29 days	Suspension - Less than 14 days
Veteran Service Representative	Removal	Employee Resigned in lieu of
Supervisory Biomedical Engineer	Reprimand	Reprimand
Psychologist	Suspension - Less than 14 days	Reprimand
Rating Veteran Service Representative	Suspension - Less than 14 days	Suspension - Less than 14 days
Rating Veteran Service Representative	Removal	Demotion
Rating Veteran Service Representatives	Suspension - Less than 14 days	Suspension - Less than 14 days
Veteran Service Representative	Removal	Suspension - 30 - 44 days
Veteran Service Representative	Removal	Removal

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Physician	Removal
Social Worker	Reprimand
Staff Nurse	Reprimand
Registered Nurse	Removal
Nurse	Removal
Social Worker	Suspension - Less than 14 days
Medical Support Assistant	Suspension - Less than 14 days
Med Inst Tech (Diagnostic Ultrasound)	Admonishment
Medical Support Assistant	Admonishment
Social Services Assistant	Admonishment
Legal Administrative Specialist	Removal
Medical Administration Specialist	Reprimand
Chief, Voluntary Service	Suspension - 14 - 29 days
RN	Suspension - 14 - 29 days
Social Worker	Suspension - Less than 14 days
Nurse	Removal
Registered Nurse	Suspension - Less than 14 days
RN	Reprimand
Rating Veteran Service Representative	Suspension - Less than 14 days
Pharmacy Technician	Admonishment
Staff Pharmacist	Reprimand
Nursing Assistant	Reprimand
Peer Support Specialist	Admonishment

Removal	
Reprimand	
Reprimand	
Indefinite Suspension	
Employee Retired in lieu of	
Suspension - Less than 14 days	
Reprimand	
Admonishment	
Admonishment	
Admonishment	
Removal	
Reprimand	
Suspension - 14 - 29 days	
Reprimand	
Pending	Pending
Removal	
Suspension - Less than 14 days	
Admonishment	
Suspension - Less than 14 days	
Admonishment	
Admonishment	
Reprimand	
Admonishment	

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Nursing Assistant	Suspension - Less than 14 days
Registered Nurse	Admonishment
Registered Nurse	Admonishment
Rating Veteran Service Representative	Removal
Veteran Service Representative	Removal
Nurse	Suspension - 14 - 29 days
Veteran Service Representative	Probationary Termination
Certified Nursing Assistant	Reprimand
Licensed Practical Nurse	Suspension - Less than 14 days
RN	Suspension - Less than 14 days
Medical Technologist	Suspension - 14 - 29 days
RN	Admonishment
Chief, Prosthetics Service	Reprimand
Supervisory Prosthetics Representative	Reprimand
Chief Nurse	Reprimand
Social Worker	Reprimand
Physician	Reprimand
Social Worker	Admonishment
Registered Nurse	Admonishment
Licensed Practical Nurse	Admonishment
Supervisory Psychologist	Reprimand
Health Aid	Suspension - Less than 14 days

Suspension - Less than 14 Days	
Reprimand	
Admonishment	
Employee Retired in lieu of	
Pending	Pending
Suspension - 14 - 29 days	
Probationary Termination	
Reprimand	
Suspension - Less than 14 days	
Employee Resigned in lieu of	
Suspension - 14 - 29 days	
Admonishment	
Reprimand	
Reprimand	
Reprimand	
Reprimand	
Reprimand	
Admonishment	
Admonishment	
Admonishment	
Reprimand	
Pending	Pending

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Medical Support Assistant	Reprimand**
LPN	Suspension - Less than 14 days
Supervisory Program Specialist	Removal**
Veteran Service Representative	Suspension - Less than 14 days
Veteran Service Representative	Probationary Termination
Rating Veteran Service Representative	Removal
Veteran Service Representative	Suspension - 14 - 29 days
RN	Reprimand
Diagnostic Radiologist Technologist	Probationary Termination
Nurse - Supervisory of Compensation and Pension	Removal**
Clinical Coordinator	Removal**
Medical Support Assistant	Suspension - Less than 14 days
Medical Support Assistant	Reprimand**
LPN	Removal
Health Technician	Reprimand
Medical Support Assistant	Reprimand**
LPN	Removal
Physician Assistant	Suspension - Less than 14 days
Veteran Service Representative	Reprimand
LPN	Suspension - 30 - 44 days
Nursing Assistant	Reprimand

Pending	Pending
Employee Resigned in lieu of	
Employee Resigned in lieu of	
Suspension - Less than 14 days	
Probationary Termination	
Pending	Pending
Reprimand	
Admonishment	
Probationary Termination	
Removal	
Demotion	
Suspension - Less than 14 days	
Pending	Pending
Removal	
Reprimand	
Reprimand	
Employee Retired in lieu of	
Admonishment	
Pending	Pending
Suspension - 14 - 29 days	
Admonishment	

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Medical Support Assistant	Probationary Termination
Psychologist	Removal
Nursing Assistant	Reprimand
Veteran Service Representative	Suspension - Less than 14 days
Rating Veteran Service Representative	Removal
Rating Veteran Service Representative	Removal
Assistant Director	Demotion
Assistant Veterans Service Center Manager	Suspension - 14 - 29 days
Assistant Veterans Service Center Manager	Suspension - 14 - 29 days
Decision Review Officer	Suspension - 14 - 29 days
Asst Pension Maintenance Center Manager	Suspension - 14 - 29 days
Staff Nurse	Reprimand
Pension Maintenance Center Manager	Removal
Assistant Director	Removal
Medical Support Assistant	Removal**
Rating Veteran Service Representative	Suspension - Less than 14 days
Health Science Specialist	Removal
Social Worker	Suspension - 14 - 29 days
Program Analyst	Suspension- Over 60 days
Claims Assistant	Suspension - Less than 14 days
Lead Medical Support Assistant	Removal
Program Support Assistant/OA	Removal

Probationary Termination	
Rescinded	
Employee Resigned in lieu of	
Suspension - Less Than 14 Days	
Last Chance Agreement	
Removal	
Pending	Pending
Suspension - 14 - 29 days	
Suspension - 14 - 29 days	
Suspension - 14 - 29 days	
Suspension - 14 - 29 days	
No Disciplinary/Adverse Action Taken	N/A
Pending	Pending
Pending	Pending
Removal	
Suspension - Less than 14 days	
Pending	Pending
Suspension - Less Than 14 Days	
Suspension- Over 60 days	
Suspension - Less Than 14 Days	
Removal	
Pending	Pending

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Lead Voucher Examiner	Suspension - Less than 14 days		Reprimand	
Lead Voucher Examiner	Suspension - Less than 14 days		Reprimand	
Veterans Transportation Service Supervisor	Removal		Removal	
Veteran Service Representative	Removal		Pending	Pending
Legal Administrative Specialist	Suspension - Less than 14 days		Suspension - Less than 14 days	
Legal Instruments Examiner	Reprimand		Reprimand	
Veteran Service Representative	Reprimand		Reprimand	
Rating Veteran Service Representative	Removal		Removal	
Medical Support Assistant	Admonishment		Admonishment	
Registered Nurse	Admonishment		Admonishment	
Registered Nurse	Admonishment		Admonishment	
Medical Administrative Officer	Suspension - 14 - 29 days**		Suspension - 14 - 29 days	
Health Technician	Reprimand		Pending	Pending
Cook	Removal		Last Chance Agreement	
Nurse	Reprimand		Reprimand	
Pharmacy Technician	Suspension - 14 - 29 days		Suspension - Less than 14 days	
Veteran Service Representative	Suspension - Less than 14 days		Suspension - 14 - 29 days	
Claims Assistant	Removal		Removal	
Legal Administrative Specialist	Probationary Termination		Probationary Termination	
Team Lead	Reprimand		Reprimand	
Regional Manager	Reprimand		Reprimand	
Deputy Regional Manager	Reprimand		Reprimand	
Supervisory Medical Technologist	Removal		Pending	Pending
Administrative Officer	Suspension - 14 - 29 days**		Suspension - Less than 14 days	
Medical Support Assistant (Supervisory)	None		Reprimand	

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Supervisory Medical Support Assistant	Removal**	Suspension - Less than 14 days	
Supervisory Medical Administration Specialist	Removal**	Suspension - 14 - 29 days	
Associate Director, Patient Care Services	Removal	Rescinded	
Assistant Chief, Health Administrative Service (HAS)	None	Reprimand	
Social Services Asst	Reprimand	Admonishment	
Chief, Health Administrative Service (HAS)	Removal**	Demotion	
Supervisory Program Specialist	Suspension - 14 - 29 days	Suspension - Less than 14 days	
Podiatry Resident	Probationary Termination	Probationary Termination	
T38 RN for MH	Admonishment	Admonishment	
Nursing Assistant	Reprimand	Reprimand	
Nurse I, Step 13	Removal	Removal	
Supply Technician	Removal	Suspension - 14 - 29 days	
Medical Administration Officer	Removal	Removal	
Legal Administrative Specialist	Suspension- Over 60 days	Pending	Pending
Registered Nurse	Removal	Pending	Pending
Nurse Practitioner	Admonishment**	Pending	Pending
Social Worker	Suspension - Less than 14 days	Pending	Pending
Nurse	Removal	Pending	Pending
Veteran Service Representative	Suspension - 14 - 29 days	Pending	Pending
Program Support Assistant	Removal	Pending	Pending
Health Technician	Removal	Pending	Pending
Physician (Podiatrist)	Removal	Pending	Pending
Food Service Worker	Probationary Termination	Pending	Pending
Dietitian	Admonishment	Pending	Pending
Medical Support Assistant	Reprimand	Pending	Pending

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Certified Respiratory Therapy Tech	Suspension - 14 - 29 days	Suspension - Less than 14 days	
Readjustment Counseling Therapist	Removal	Removal	
Administrative Officer	Suspension - 14 - 29 days**	Suspension - 14 - 29 days	
Associate Director	Suspension - 14 - 29 days**	Suspension - Less than 14 days	
Nurse	Reprimand	Reprimand	
Diag. Rad. Tech	Suspension - Less than 14 days	Suspension - Less than 14 days	
Supervisory Medical Records Technician	Removal	Pending	Pending
RN	Suspension - Less than 14 days	Pending	Pending
Occupational Therapist (CM)	Suspension - Less than 14 days	Pending	Pending
Diagnostic Radiologic Technologist	Suspension - 14 - 29 days	Pending	Pending
Chief of Staff	Removal	Pending	Pending
Nursing Assistant	Removal	Pending	Pending
Social Worker	Removal	Suspension - 14 - 29 days	
Cook	Removal	Pending	Pending
Advanced Medical Support Assistant	Suspension - Less than 14 days	Pending	Pending
Medical Supply Technician	Suspension - 14 - 29 days	Pending	Pending
Rating Veteran Service Representative	Suspension - Less than 14 days	Suspension - Less than 14 days	
Social Worker	Reprimand	Pending	Pending
Nursing Assistant	Suspension - 14 - 29 days**	Suspension - 14 - 29 days	
Registered Nurse	Admonishment**	Admonishment	
Diagnostic Radiologic Technologist	Suspension - Less than 14 days	Pending	Pending
RN	Admonishment	Pending	Pending
Nursing Assistant	Suspension - 14 - 29 days	Pending	Pending
Vocational Rehabilitation Counselor	Reprimand	Reprimand	
Registered Nurse	Removal	Employee Retired in lieu of	

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RN	Admonishment		Pending	Pending
Veteran Service Representative	Removal		Demotion	
Medical Supply Technician	Reprimand		Pending	Pending
Medical Support Assistant	Reprimand		Reprimand	

** On proposed action denotes a case involving patient wait time manipulation

SES Removal Actions under *The Veterans Access, Choice and Accountability Act of 2014*

Carl Vinson VA Medical Center	Director	Removal	9/25/2014	Employee Retired in lieu of	9/25/2014
Central Alabama Veterans Health Care System West Campus	Medical Center Director	Removal	10/6/2014	Removal	10/24/2014
Phoenix VA Health Care System	Medical Center Director	Removal**	11/10/2014	Removal	11/24/2014
VA Pittsburgh Healthcare System	Medical Center Director	Removal	10/3/2014	Removal	11/12/2014
VA Central Area Office	Deputy Chief Procurement Officer	Removal	10/3/2014	Employee Retired in lieu of	10/14/2014
VA Illiana Health Care System	Medical Center Director	Removal	4/21/2015	Employee Resigned in lieu of	5/26/2015
Tomah VA Medical Center	Medical Center Director	Removal	8/7/2015	Employee resigned in lieu of	9/2/2015
Office of General Counsel	Regional Counsel	Removal	8/12/2015	Employee Resigned in lieu of	8/14/2015

** On proposed action denotes a case involving patient wait time manipulation