The use of paid administrative leave during the disciplinary process and the
appeals were upheld.

Department: The number of appeals upheld, and the reasons for which the
disciplinary procedures and the reasons with which employees who are subject
complete these steps.

(b) The use of alternative disciplinary procedures compared to traditional
involved in the disciplinary process and the average length of time required to
employee at the Department to the final resolution of that action.

(a) The average time from the initiation of an adverse action against an
employee.

Subsection (a)(2) sought the following data:

The information collected under subsection (a)(2):

The specific content requirements of Section 21(b)(2) are:

However, using the limited capacity of this current ad-hoc tracking system, the OAWP
implementation strategy developed by the fourth quarter of FY2018.

The improvements expected to be identified and
the HR-SMART system to create a comprehensive and effective discipline tracking
capability. The OAWP is tracking accountability improvements to
of the current ad-hoc system once an effective disciplinary tracking capability is in
the Office of Accountability and Whistleblower Protection (OAWP) will discontinue use

Department.

data points are entered by each individual Human Resources offices across the
human resources information system. This ad-hoc system captures limited de-identified
access-to-care issue. Developed an ad-hoc tracking system outside the Department.
required. In late 2014, the Office of Accountability Review (OAR) in response to the
This report requires historical information not systematically gathered during the period
Such actions:

ending on the date of the enactment of this Act, June 23, 2017, and the effectiveness of
measure and collect information on the outcomes of disciplinary actions carried out by

In accordance with the Department of Veterans Affairs (VA) of the Department, during the three-year period
Protection Act of 1954, § 21 of the Secretary of Veterans Affairs small

(3) The total number of appeals

(c) The rise of use of

(b) The number of
decision steps and events of review within the Department.
THE OA WP is working in partnership with HR A to implement improvements to the
HR-SM A RT system to create a comprehensive and effective discipline tracking
system that captures limited data points as entered by each individual faculty
member. Therefore, the OA WP is not able to analyze the proceedings and actions.

The ad-hoc tracking system does not capture responsive data to this request.

(c) An analysis of the disciplinary procedures and actions of the Department:

The implementation strategy developed by the fourth quarter of FY 2018.
implemented improvements expect to be identified and
accomplished. The improvements expect to aid in the disciplinary
tracking.

In late 2014, the Office of Accountability Review (OAR), in response to the access-10-
regular course of business:

do not support requests for data outside the specific data elements captured in the
government-wide and VA-specific data needs. Current government-wide requirements
require access to the human resources officer who.

The Department's human resources information system may gather data based on the
completed under subsection (a).

The findings of the Secretary with respect to the disciplinary process.

The decision: There is no data available regarding the length of time for each step.
Regarding actions: The decision regarding the proposed action; appeal of appealed or
assessment of final decision of proposed actions; issuance of, and reply to, the
release of the final decision of the Department.

Regarding the steps are: Information gathering of investigation;

Title 5 or Title 38. Broadly, the steps are:

Regarding the steps and levels for review involved in the disciplinary

...
(E) Such other matters as the Secretary considers appropriate.

The OAWP has no specific response to this paragraph.

Finally, section 714 prevents the Merit Systems Protection Board from mitigating penalties for Title 5 and full-time Title 38 hybrid employees. However, under 38 U.S.C. § 7462(o)(2)(B), a VA disciplinary appeals board (DAB) can still mitigate a penalty for a Title 38 employee. Preventing DABs from mitigating penalties for Title 38 employees

In any case, part-time hybrid Title 38 employees are not covered under section 714, even though they are covered under section 714. Consequently, these part-time hybrid Title 38 employees are not covered under section 714. Currently, these part-time hybrid Title 38 employees are not covered under section 714. The requirements under the act have provided an opportunity to improve disciplinary procedures and actions of the Department.

(D) Suggestions for Improving the Disciplinary Procedures and Actions of the Department.

Implementation strategy developed by the Fourth Quarter of FY2018. The improvements expected to be identified and