CRITERIA FOR DETERMINATION OF ENGLISH PROFICIENCY – 38 U.S.C. 7402(d)

[ ] All employees in direct patient-care positions:

__1. Primary and native written and spoken language is English
__2. Four (4) or more years of education and/or experience as follows:

   (a) Education in this country or in any school in which the basic curriculum is conducted in English, which may include any time spent in graduate and post-graduate training.
   (b) Successful work experience in a health care facility in which the primary written and spoken language is English and in which the individual is required to communicate in English.

__3. I have interviewed ______________________ and have determined that this candidate has sufficient English proficiency for the intended assignment in _______________________ Service.

____________________________________
Name and Signature of Service Interviewer

[ ] Physicians

__1. Graduate of Medical School accredited by Liaison Committee on Medical Education (LCME)
__2. Graduate of foreign medical school whose curriculum was taught and examined in English
__3. Natural-born citizen (U.S.) who graduated from a foreign medical school
__4. Certification by ECFMG with certificate dated 1976 or later
__5. Completion of VISA qualifying examination (VQE)
__6. Certification by an American Specialty Board
[ ] Not Proficient/Questionable Proficiency:

__1. Title 38 – Physician, Dentist, Podiatrist, Optometrist, Nurse, Nurse Anesthetist, or Physician Assistant: Successful completion of the paper-based version of the test is achievement of a minimum converted total score of 550 and a minimum converted total score of 213 on the computer-based version of the TOEFL.

__2. Quasi-Title 38/Title 5 Direct Patient Care/Questionable Proficiency: Facility Director (or designee) has determined proficiency for the assignment (documented by personal interview, reference checks, written responses to questions, etc.).

[ ] Temporary Appointment Pending Proficiency Determination: (For physicians, dentists, podiatrists, optometrists, nurses, nurse anesthetists, or physician assistants)

__1. Facility Director, or designee, has determined through personal interview, reference checks, etc., sufficient proficiency for reasonable assurance of successfully completing the TOEFL.

__2. Written statement to candidate explaining the TOEFL requirement and that continued employment is contingent upon its successful completion during the first year of VHA employment.

[ ] No Direct Patient Care

___________________________________________
Personnel Staffing Specialist

___________________________________________
Personnel Officer or Designee (When Required)