Consensus Script: Applicant ____

Item _____

Criteria Summary—item covers _____.

Key Factors Summary—included here are _____.

Strengths proposed for the consensus report

    1.

Strengths not included

    1.

OFIs proposed for the consensus report

    1.

OFIs not included

    1.

Item _____ scoring discussion:

(Include rationale for not selecting a higher or lower range) – Note: this should <u>not</u> be based on examiners' IR scores, but rather a rationale based on the proposed CR comments

And a score of _____ (include proposed range)

Consensus Script: Applicant ___

Sample: Item 5.1

Criteria Summary— item covers how the workforce environment is built so that it's supportive and effective. Included in the overall questions are: assessing WF capacity/capability; recruiting, hiring, placing, and retaining WF members; preparing the WF for changing capacity/capability needs; organizing and managing the WF; ensuring workplace health, security, and accessibility; and supporting the WF via services, benefits and policies.

Key Factors Summary—included here are MVV (P1.2); three core competencies; work environment; strategic advantages 1-8 & strategic challenges 1-6; strategic opportunities SO1 and SO2

Strengths proposed for the consensus report

1. a(1) double strength – Well-deployed process to assess workforce capability and capacity Master staffing list includes volunteers, used in partnership with Associated Government Employees (AGE) (note there is a related OFI (2nd comment) on managing changing capacity/capability needs – possible discussion item for consensus). (All)

2. a(2) Aligned approaches to acquiring and preparing new workforce members; for example, approved open positions communicated via multiple channels. Ties to SC of limited personnel availability and SA of many Veteran employees/volunteers

3. b(1) Approaches to ensure workplace health and security: monthly review of progress toward goal, unexpected events and best practices has enabled the applicant to meet identified security goals for the last four years. Approaches appear to be fully deployed at all sites and evidence of evaluation and improvement in processes was evident. (3+)

Strengths not included

1. Systematic approaches are used to recruit and retain employees. Great comment but didn't incorporate into feedback due to the slightly higher impact of the other comments chosen and there could be a conflict with a(2) OFI. No examiners mentioned issues with excluding this strength.

OFIs proposed for the consensus report

1. a,b bolded OFI - Deployment of workforce environment approaches to all workforce segments is unclear.   Examples: volunteers and physicians. (3--, 2-)

2. a(4) Preparing the workforce for changing capability and capacity needs is not evident. While examples of addressing increasing capacity needs were provided, a repeatable, defined process was not described. As mentioned, there is a related strength (1st comment). (4-)

3. a(2) Not sure if there's a truly systematic process to recruit, hire, place, and retain new workforce members to match the diversity of the hiring and patient community. Important because of the linkage to "Being the preferred employer in communities served." (5-)

4. a,b Cycles of refinement OFI – examples: capability and capacity, recruitment process, efforts designed to address the workplace climate including health, safety, security, and benefits. (3-)

    Note: feedback on BOSS indicates OFIs 1, 3, and 4 may have consensus.

OFIs not included

1. Unclear whether the workforce policies/benefits are tailored to meet the needs of a diverse workforce. Comment didn't rise to the "vital few" plus part of the intent is covered in the a(2) OFI.

2. Measures for workforce security are unclear. The comment conflicts with the b(1) strength, however feedback from one examiner (AB) indicates we may want discussion during the consensus call.

3. Unclear how applicant retains new workforce members (Strategic advantage: high retention of employees). Stand-alone comment is covered in a(2) OFI but want to check-in with team during consensus – "so what" of current OFI is on the topic of diversity and may want to consider this "so what" instead.

Item 5.1 scoring discussion: Applicant described systematic processes that addressed overall requirements. I scored them at the lowest level due to deployment gaps. Believe the 50-65 scoring range is best fit.

And a score of **50** (based on the scoring range description)

Did feedback on Boss indicate there is agreement on score?

One examiner (CD) questions whether score may be a little high given OFIs. – will need discussion on stand-alone OFI that is not included before discussing score.