

VIRGINIA DEPARTMENT OF HEALTH

Virginia Department of Health's Financial Management, Staffing, and Accountability, 2024

Improving VDH's grants management ► The General Assembly may wish to consider including language in the Appropriation Act directing the Virginia Department of Health to report on progress implementing the recommendations made by the Department of Planning and Budget to improve its grants management capabilities to the Joint Subcommittee on Health and Human Resources Oversight no later than September 1, 2025. (Recommendation 1)

Strengthening VDH's internal controls ► The General Assembly may wish to consider amending § 32.1 of the Code of Virginia to require the Virginia Department of Health (VDH) to designate a senior staff member, such as the chief financial officer, to be responsible for (i) ensuring and certifying the adequacy of the agency's internal controls over its financial processes, and (ii) taking all necessary steps to ensure the correction of any identified deficiencies in internal controls, including those identified by the VDH Office of Internal Audit, the Auditor of Public Accounts, or the Department of Accounts, in a timely manner. (Recommendation 7)

Improving VDH's nurse incentive programs ► The General Assembly may wish to consider including language in the Appropriation Act to direct the Virginia Department of Health (VDH) to (i) identify the causes for problems related to late payments and funding underutilization for VDH-administered nursing incentive programs, (ii) develop and implement a plan to address the causes, and (iii) report to the Joint Subcommittee on Health and Human Resources on its progress in addressing identified problems, including the percentage of payments made within 30 days and the proportion of available funding that VDH has utilized. (Recommendation 11)

Funding HR recruiter positions to help fill critical staff vacancies ► The General Assembly may wish to consider including general funds in the Appropriation Act for at least four full-time classified recruiter positions within the Office of Human Resources at the Virginia Department of Health (VDH). These positions should be dedicated exclusively to recruiting qualified candidates into especially critical or hard-to-fill positions within the central office and health districts, and VDH should base the responsibilities and objectives of the new positions on successful examples at other executive branch agencies. (Recommendation 18)

Funding additional IT auditor positions ► The General Assembly may wish to consider including general funds in the Appropriation Act for at least two additional IT auditor positions within the Office of Internal Audit at the Virginia Department of Health. (Recommendation 28)

Codifying COO position at VDH ► The General Assembly may wish to consider amending §32.1 of the Code of Virginia to establish a chief operating officer (COO) for the Virginia Department of Health, which shall be a full-time classified position, and require that the COO have an advanced degree in, and at least five years of experience in, healthcare administration or business administration. (Recommendation 29)

Adding organizational leadership requirements to health commissioner ► The General Assembly may wish to consider amending §32.1-17 of the Code of Virginia to add “organizational leadership and administration experience” to the required qualifications for the commissioner of health. (Recommendation 30)

Reporting on progress implementing JLARC recommendations ► The General Assembly may wish to consider including language in the Appropriation Act to require the commissioner of the Virginia Department of Health to provide semi-annual written and in-person reports on the agency’s progress implementing the recommendations in this report to the Joint Subcommittee on Health and Human Resources Oversight through at least December 2026, and, thereafter, until the Joint Subcommittee is satisfied with the agency’s performance and operations. (Recommendation 31)