



**First shift is ideally Day #3 of process:** Oath of office, I-9 and identity vetting, badge under COVID procedures and TB test. Enlist support of supervisors (Best Practice) for Oath and Identity vetting. Code new-hire into HR Smart

**ALL WMC COVID GUIDANCE**

- [Consolidated List of Expedited Onboarding Processes for COVID-19 Hires](#)
- [Nurse Pay Under COVID Pandemic](#)
- [RN Pay Statement of Understanding Pending Boarding](#)
- [Dual Comp Waiver](#)
- [Atch 1](#)
- [Atch 2](#)
- [Re-employed Annuitant Job Aid](#)
- [Sched A COVID Hiring Authority](#)
- [FEHB existing guidance re Temp Appts](#)
- [HRSmart Fee Basis](#)
- [HRSmart Job Aid 900 - Position & Recruitment Tracking](#)
- [Position Manager Job Aid](#)
- [Waive Bi-Weekly Pay Limit](#)
- [Market Pay Flexibilities](#)
- [3R's for Temporary Appointments](#)
- [T38 Group Recruitment and Retention](#)
- [Emergent Credentialing & Privileging](#)
- [Deferral of Pre-Employment Drug Testing](#)
- [Deferral of Pre-Placement Physical Exam](#)
- [VHA Interim Suitability and Fingerprint Guidance 10-19-2020](#)
- [TB Testing for New Clinical Staff 4-6-2020](#)
- [Oath of Office and I-9 Verification Virtual](#)
- [I-9 Guidance ICE](#)

**Welcome aboard!**