Enhancing Access to Nursing Care Across the Nation
Nurse Licensure Compact
Nurse and Employer Webinar
March 30, 2021
Terminology

- **Multistate License or Compact License**: one license issued in the home state valid for practice in all NLC states.
- **Single State License**: valid only in state of issuance.
- **Home State**: the primary state of residence
- **Remote States**: NLC states other than the home state
- **PSOR**: Primary State of Residence
- **PTP**: Privilege to Practice. The authority for a multistate license holder to practice in other NLC states.
What is the Nurse Licensure Compact?

A statutory agreement between two or more states established for the purpose of remedying a particular problem of multistate concern.

Each party state is a signatory to the same contract. For that reason there is a need for “substantive sameness.”

The NLC allows for a nurse to have one multistate license (issued from his/her primary state of residency).

The NLC permits the nurse to practice in other compact states (physically or via telehealth) subject to each state’s laws.
Primary Concepts of a Multistate License

A nurse can only hold one multistate license issued by the home state.

A multistate license is NOT a national license, it is a state based license.

A nurse has multistate licensure privilege to practice in other compact states (remote states).
Which States are Part of the NLC?

35 Jurisdictions have enacted the NLC

33 Jurisdictions have implemented the NLC

2 Jurisdictions has partially implemented the NLC

*Nurses holding a multistate license in their home state may now utilize that license to practice in New Jersey and Guam.

*Nurses residing in New Jersey will not be able to apply for a multistate license until the 2nd half of 2021. The date is TBD.

*Nurses residing in Guam will not be able to apply for a multistate license until 2022.
How Can Nurses Become Involved in Supporting Legislation?

- Educate stakeholders about the NLC
- Send a letter to legislator and governor via www.nursecompact.com
- Contact or meet with these elected officials
- Start a petition at www.change.org and send to your legislator
- Volunteer to testify when a bill is heard before a legislative committee
- Be the catalyst to get your national organization/employer to formally endorse the NLC
NLC supporters across the U.S.

- Air & Surface Transport Nurses Association
- American Academy of Ambulatory Care Nursing
- American Association of Colleges of Nursing
- American Association of Neuroscience Nurses
- American Association of Occupational Health Nurses (AAOHN)
- American Association of Poison Control Centers
- American Nephrology Nurses Association
- American Organization of Nurse Executives (AONE)
- American Telemedicine Association (ATA)
- Association of Camp Nurses
- Association for Vascular Access
- Case Management Society of America (CMSA)
- Center for Telehealth and E-Health Law
- CGFNS International, Inc.
- Citizen Advocacy Center (CAC)
- Commission for Case Manager Certification
- Cross Country Healthcare
- Emergency Nurses Association (ENA)
- Health IT Now
- Hospital Corporation of America (HCA) Healthcare
- National Military Family Association
- National Governors Association Center for Best Practices
- National League for Nursing
- National Patient Safety Foundation
- National Student Nurses’ Association (NSNA)
- Oncology Nursing Society
- Optum
- Organization for Associate Degree Nursing
- Population Health Alliance
- Telehealth Leadership Council
- U.S. Department of Commerce
- WorldWide HealthStaff Solutions Ltd.
- American Red Cross
How Does it Work?

A resident of a compact state is issued a multistate license that is valid for practice (physically or telephonically) in all Compact states.

In order to be eligible for a multistate license a nurse *MUST* be a legal resident of a compact state.

A nurse needs to meet the Uniform Licensure Requirements for a compact license.
The NLC was originally developed based on the Driver’s License Compact (DLC).

- It shares the same concept of one multistate license issued in the Primary State of Residence (PSOR) and accepted in all member states.

- You can drive across state lines with one license because other states are members of the driver’s license compact. They accept the license of your PSOR.
Why Need More than One License?

- You need more than one license because practice requires licensure.
- Practice takes place in the state where the patient/consumer is located at the time nursing service is provided.

MSL Enhances Mobility and Portability

- Telehealth practice (call center, triage, case managers, etc)
- Disaster recovery assistance
- Military spouse relocation; military moonlighting or training in civilian facilities
- Nursing faculty engaged in distance education
- Access for rural populations and healthcare shortage areas
- Facility staffing: travel nursing
- Home health and hospice
- Transport nursing
- Nurses residing near borders and practicing in an adjacent state.
When a nurse holds a multistate license and is being recruited by an employer in another NLC state, the nurse can be available to the prospective employer immediately since the nurse already has the authority to practice in that state.
If you are a legal resident of a NLC state that joined the NLC after 1/19/2018 (GA, FL, OK, WY, WV, KS, AL, LA, NJ) and hold a single state license in that state…

- Go to the board of nursing website
- Complete the upgrade or conversion application
To receive a multistate license, a nurse must:

1. Meet the home state’s qualifications
2. Graduate from qualifying education program (or graduated from a foreign program verified by independent credentials review agency)
3. Passed English proficiency exam if foreign grad
To receive a multistate license, a nurse must:

1. Pass the NCLEX-RN® or NCLEX-PN® exam (or state board test pool exam).
2. Have no active discipline on a license.
3. Submit to state/federal fingerprint-based criminal background check.
4. Not be currently enrolled in an alternative program.
To receive a **multistate** license, a nurse must:

8. Self-disclose participation in an alternative program

9. Have no misdemeanors related to practice of nursing as determined by the state board of nursing on a case by case basis.

10. Have a valid U.S. Social Security number.

11. Have no prior state or federal felony convictions.
How Can Employers Ensure Nurses Hired from NLC States are Appropriately Licensed?

• Check the license status on www.nursys.com using the Quick Confirm feature.

• Determine if the nurse is changing the PSOR or not? Is the nurse moving and becoming a resident of your state (or perhaps of an adjacent state, if the job is near state lines)? Is the nurse only in your state temporarily and then returning home?

  • The nurse changing PSOR must apply for license by endorsement upon moving.

  • The nurse not changing PSOR will practice in your state under her existing multistate license. I.e., The nurse’s intent is to return to her home state /PSOR.

• Employers often implement a policy by which nurses who need to apply for license by endorsement, do so and provide proof within X number of days, e.g., 10 days.
Which States are Part of the NLC?

- **NLC State**
- **Pending NLC legislation**
- **Partial Implementation**
- **Currently No Action**

NLC enacted: Awaiting implementation.
Where can the nurse practice as an RN and/or PN?

A visual representation of all the states where the selected nurse has authorization to practice

View Now

1. Go to nurSys.com then click QnurSys
2. Search by your Name, License Number or NCSBN ID.
3. Click “View Report”
4. On Nursys QuickConfirm Report page, click “Where can the nurse practice as an RN and/or PN?”
Please rate each statement below on the scale of Very Satisfied to Very Dissatisfied.

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NLC Tip of the Week (Every Wednesday)

https://www.ncsbn.org/13615.htm
THANK YOU!

Questions?

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Toolkit:
Ncsbn.org/toolkit.htm