Enhancing Access to Nursing Care Across the Nation
Nurse Licensure Compact
Webinar Presentation for Nurses and Employers
July 16, 2019
What is an Interstate Compact?

- A statutory agreement or contract between party states established for remedying a problem of multistate concern.
Requires Legislative Enactment in Each State

- When a state passes legislation to join, the language of the compact becomes the law in that state.
What is the Nurse Licensure Compact?

- The NLC is an interstate compact.
- It authorizes a nurse (RN or LPN) holding one multistate license in the primary state of residence to practice (physically or via telehealth) in any compact state.
Which Nurses are Eligible for a Multistate License?

- To be eligible for a multistate license, a nurses’ primary state of legal residence (PSOR) must be an NLC state.

- A nurse needs to meet the Uniform Licensure Requirements for a compact license.
How is Primary State of Residence (PSOR) Defined?

- PSOR refers to your state of legal residence. Sources that can verify your PSOR include a driver’s license, military form no. 2058, federal income tax return, or voter registration card.
• A nurse can **NOT** declare more than one state as their PSOR

• PSOR does **NOT** pertain to home or property ownership. It is about your legal residency status.
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.

• Nurse has a multistate licensure privilege to practice in other Compact states (remote states)
What If….?

- Until your home state joins the compact, you are not eligible for a compact license. Instead, you can obtain a single state license.

- You will need to obtain license by endorsement in each individual state where you wish to practice.
A Driver’s License Compact vs. a Nurse License Compact
Which States are Part of the NLC?

33 States have enacted the NLC

31 States have implemented the NLC
States with Pending Legislation in 2019

https://www.ncsbn.org/nurse-licensure-compact.htm

NLC States Continued…
How Can Nurses Become Involved in Supporting Legislation?

- Educate stakeholders about the NLC
- Send letter to legislator and governor via [www.nursecompact.com](http://www.nursecompact.com); contact or meet with these elected officials
- Start a petition at [www.change.org](http://www.change.org) and send to your legislator
- Volunteer to testify when a bill is heard before a legislative committee
- Be a leader within your organization for NLC advocacy
- 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.
Why? What’s the Purpose?

- Public protection
- Reducing duplicative licensure
- Uniform licensure requirements
- Enhance access to care (enable telehealth practice)
- Nurse mobility
- Sharing of information (and cooperation)
- Decrease redundancy in regulatory processes
• A nurse who has the opportunity to practice with patients that are in other compact states benefits from the NLC and from having a multistate license.
New Grads:

• Today’s millennials want mobility and maximized benefits.
• Nursing students overwhelmingly say that they plan to live and work in a NLC state rather than a non-NLC state, post-graduation.

Employers:

• 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.
Practice Means…

Most states include these elements in the state’s definition of nursing practice:

- Practice is when a nurse utilizes knowledge, education, training, or decision making skills, related to nursing.
A nurse must have the authority to practice (PTP) in the state where the pt/consumer is located at the time nursing service is provided.

“As the organizations representing...state...licensing boards...that regulate the practice of medicine, pharmacy and nursing, ... (we) affirm that in a consumer protection model, health care practice occurs where the recipient of healthcare services is located.”

Source: The Tri-Regulator Collaborative Position Statement on Practice Location for Consumer Protection
Which NPA Should a Nurse Follow?

- A nurse should follow the NPA of the state where the patient is located at the time nursing service is provided.

- The NPA for each state can be located at ncsbn.org/npa.htm.
How Can YOU Ensure Nurses Hired from NLC States are Appropriately Licensed

Is the nurse changing their PSOR to your state?  NO

The nurse can practice in your state with their multistate license issued from their PSOR.
How Can YOU Ensure Nurses Hired from NLC States are Appropriately Licensed

Is the nurse changing their PSOR to your state? 

YES

Apply for license by endorsement in the new PSOR
An Exception…

- When a nurse lives across state lines (i.e. Kansas City, KS) and intends to commute to your state, (i.e. Kansas City, MO) the nurse should obtain their multistate license from their home state, KS, since that will be their primary state of legal residence and will be commuting to work in your state.
I Want to Change my PSOR...

Moving Scenarios
(Changing Primary State of Residence,
i.e., Changing State of Legal Residency)
You must apply for licensure by endorsement in the new state of residency. In most cases, your individual, single state license issued by the noncompact state is not affected.
From a Compact State to a Non-Compact State

You must apply for licensure by endorsement in the new state of residency. Your compact license is changed to a single state license which is valid only in that state. You must notify the board of nursing (BON) of the compact state of your new address.
You can practice on the former home state license until your license in the new state is issued. Upon moving to a new compact state, you will be required to apply for licensure by endorsement. Proof of residency may be required. You will be issued a new multistate license and the former license is inactivated. You must notify the BON in the former home state of your new address.
Resources
1. Go to nurSys.com then click QuickConfirm

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?”
Free Resource-
It can be used by individual nurses or employers. It provides reminders about expiration dates coming up on any licenses and notifies of discipline taken on any license.
See the NLC Toolkit at

https://www.ncsbn.org/nlc-toolkit.htm
OTHER QUESTIONS...
What are the Requirements for Military Spouses?
(Not the same as Military/VA personnel)

The NLC applies to military spouses in the same way it applies to other non-federal nurses. The military spouse may practice with a multistate license throughout successive military relocations while maintaining legal residency in a home state/domicile state/home of record.
WHICH STATE’S CEs Must a Nurse Meet

- The state which is your home state and issued you a compact license, is the state to which you owe your CE.

- If a nurse holds licenses in non-compact states, each of those states might have their own requirements for CE and nurses are required to complete these in addition.
Which Nurse Practice Act Do I Follow When Practicing in a Remote State?

The state of practice, i.e., the state in which the pt is located at the time nursing service is provided.
Is it true that I can never allow my original license to lapse?

A nurse should always hold at least one active license for purposes of endorsement. It does not need to be the original license.
THANK YOU!

Questions?

Email: nursecompact@ncsbn.org

Toolkit: Ncsbn.org/toolkit.htm

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