Enhancing Access to Nursing Care Across the Nation

Nurse Licensure Compact
The Licensure Solution for Interstate Nursing Practice in the US.

NURSE & EMPLOYER WEBINAR
JANUARY 14, 2020
Presentation Objectives

01. Understand the concept of an Interstate Compact and describe how the NLC works.

02. Describe how the NLC is related to the Driver's License Compact.

03. Understand Nursys.com

04. Debunk Common Myths and Misunderstandings

05. Learn about NLC Resources and why you should visit Nursecompact.com

06. Obtain answers to your questions.

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 (RN or LPN/VN) 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.
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 \textit{MUST} be a legal resident of a compact state.

A nurse needs to meet the Uniform Licensure Requirements for a compact license.

HOW IS PSOR DEFINED?

- PSOR is the state where you can prove you legally reside. It is the state from which you have your Driver’s License, voter registration card, and state declared on your federal tax filing.

- Residency does \textit{NOT} pertain to home or property ownership.

- There can only be \textit{ONE} PSOR.

- All of your legal documentation should be in that one PSOR.
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).

What if I Reside in a Non-Compact State?

- 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.
The NLC is Similar to the DLC…

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.

Which States are Part of the NLC?

34 States have enacted the NLC

32 States have implemented the NLC
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
Benefits Related to the Recruitment of Nurses

New Grads:

• Today’s millennials want mobility and maximized benefits.

Nursing students overwhelmingly say that they plan to live and work in an 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.

Where Does Practice Take Place?

- A nurse must have the authority to practice (PTP) in the state where the patient/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
My State Joined the NLC, How do I Obtain a Multistate License?

If you are a legal resident of a NLC state and hold a single state license in that state...

➢ Go to the board of nursing website
➢ Complete the upgrade or conversion application

What do I do with my Other Licenses in Compact States?

Now that your state is a compact state:

If you are a legal resident of a NLC state and hold a multistate state in that state...

• You may stop renewing any single state licenses that you hold in other NLC states.
Which Nurse Practice Act do I Follow?

NPA for each state can be located at ncsbn.org/npa.htm.

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

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
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.

A Few Outliers

• 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.
Moving Scenarios

Non-Compact to Compact

- Apply for licensure by endorsement in the new state of residency.
- Your individual, single state license issued by the non-compact state is not affected.
Compact to Non-Compact

- You must apply for license 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 BON of the compact state of your new address.

Compact to Compact

- 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 license 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.
NURSYS.COM

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 on nursys
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?”

License Status

- Unencumbered
- Expired
- Contact Board of Nursing

- Revoked
- Voluntary Surrender
- Denial of License
- Cease & Desist
- Suspension
- Voluntary Agreement to Refrain from Practice

- Probation
- Restriction
- Other License Action
- Reprimand
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.

ONLINE RESOURCES

NLC Toolkit:
ncsbn.org/nlc-toolkit.htm
THANK YOU!

Questions?

Email: nursecompact@ncsbn.org

Toolkit: Ncsbn.org/toolkit.htm

nursecompact.com