

Questions and Answers
Certified Nursing Assistant (CNA) and Licensed Nursing Assistant (LNA)
April 26, 2016

After more than 20 years regulating Certified Nursing Assistants (CNA), the Arizona State Board of Nursing (Board) is converting to two levels of nursing assistant:

- **Certified Nursing Assistant (CNA):** a person who passes an approved CNA course and the state manual skills/written exams and whose name is placed on the CNA registry. Any substantiated allegations of abuse, neglect, or misappropriation of property/theft will be reported to the Office of Inspector General (OIG) and will be listed on the registry.
- **Licensed Nursing Assistant (LNA):** a person who meets CNA educational and exam requirements, and in addition, submits an application, fingerprints, and fees to the Board. The LNA is regulated by the Board which has broader jurisdiction for any act of unprofessional conduct.

Frequently Asked Questions and Answers for nursing assistants, students, educators, employers and the public:

1. Is the training program the same for CNAs and LNAs?

Yes, the training program will be the same. The Board will continue to regulate and approve the approximately 130 training programs as nursing assistant programs.

2. What are the requirements to be on the CNA Registry?

To be listed on the Registry, an applicant must successfully complete a Board-approved CNA program, pass both the written and manual skills tests, and submit proof of legal residency to the Board's testing vendor.

3. What is the Board's process for adding a person to the CNA Registry?

Upon passing the course, the required exams, and providing proof of legal residence, all qualified persons testing after July 1, 2016 will be listed on the CNA Registry without an additional application and can use the initials "CNA".

4. After July 1, 2016, what are the qualifications for a new CNA to become an LNA?

In addition to the requirements to be on the CNA Registry, an LNA applicant must submit a separate application to the Board with fingerprints and pay a \$100 fee (\$50 for the application and \$50 for a one-time fingerprint background check).

Upon receipt of the criminal background check, presuming no criminal history that would impact safeness to practice, and meeting all other licensing requirements, the Board will license the applicant as an LNA and the applicant can use the initials "LNA".

5. Will CNAs who certified before July 1, 2016 become LNAs?

Yes, all CNAs who were certified before July 1, 2016 will automatically be designated as an LNA without an additional fee on July 1, 2016 **until** their license is up for renewal in their birth month. This license will expire on the same birth month, day, and year as the

CNA certificate was due to expire. To renew the LNA license, the LNA renewal applicant must pay a \$50 fee for a two-year renewal (\$25 a year).

An eligible nursing assistant who does not want to convert his/her CNA to an LNA may request to have the LNA inactivated and be listed on the CNA Registry only. An LNA who does not renew the LNA license upon expiration (see above) will need to submit a renewal application for the CNA to remain on the CNA Registry, and the Board will inactivate the LNA.

6. Will LNAs also be on the CNA registry?

Yes, although they will be titled as “LNA.”

7. What if a nursing assistant applies to the Board as an endorsement applicant from another state’s registry?

Nursing assistants from other states may apply to the Board for a CNA for a \$50.00 fee or for an LNA and submit fingerprints and \$100 in fees to the Board (\$50.00 for the license plus \$50.00 for the one-time fingerprint fee).

8. What are the fees for an LNA license?

The fees are \$50 for the initial license and a one-time \$50 fingerprint fee. The license expires every 2 years; renewal fees are \$50. This is approximately \$2.08 per month for renewal.

9. Why would a nursing assistant renew or obtain an LNA license if they will already be listed as a CNA?

The LNA license may be required or preferred by some employers and clients/patients. The LNA credential is the highest standard of licensure for nursing assistants, including a higher level of review by the Board for professional conduct standards (including criminal history) and increased renewal requirements.

10. What is the work requirement for LNA renewal?

An LNA must have worked as a nursing assistant (or doing nursing assistant tasks) a minimum of 160 hours in the last 2 years to renew the LNA license.

11. What is the work requirement for CNA renewal?

A CNA must have worked as a nursing assistant (or doing nursing assistant tasks) a minimum of 8 hours in the last 2 years to remain on the CNA Registry or to convert from LNA to CNA at renewal.

12. What will happen if an LNA selects to be a CNA on renewal and later decides he/she wants to have the LNA license reinstated or activated?

This person will need to: 1) apply for renewal of the LNA license, 2) submit a set of fingerprints, if fingerprint results on file are over 2 years old, and 3) meet applicable practice/work requirements. The renewal fees would again be \$50, and if required, a \$50 fingerprint fee.

13. If an applicant applies for an LNA, but has either a criminal history or other previous conduct issues, how does this affect the applicant's being listed as a CNA?

If an applicant applies for an LNA, and discloses or the Board discovers a criminal background or other potential unprofessional conduct, the Board will review the application and may conduct an investigation. During the investigation period, if the applicant successfully completes the CNA education and exam requirements, the Board will list the applicant on the CNA Registry. If the LNA license is denied after an opportunity for an administrative hearing, the denial will be listed under the applicant's LNA licensure history on the Board's website. The same information will also be included on the CNA registry if the denial is based on substantiated complaints of resident abuse or neglect, or theft of property of a resident. An LNA application, once submitted, may not be withdrawn to avoid an investigation or possible Board disciplinary action.