Enhancing Access to Nursing Care Across the Nation
Overview
31 States in Which a Nurse Holding a Multistate License can Practice (as of 7/1/19)
State with pending NLC legislation
NLC State
NLC will be implemented on 7/1/19
The Licensure Model

Mutual Recognition (Driver’s License Model)

• A state-based license
• Nationally recognized
• Locally enforced
Primary Concepts

• Nurse who meets 11 uniform license requirements is issued a multistate license in the declared primary state of residence (PSOR) known as the home state

• Nurse holds only one multistate license issued by the home state

• The multistate licensure gives the nurse the privilege to practice (PTP) in other Compact states (remote states)
Licensure
How Licensure Works

• To obtain a multistate license, a nurse must be a legal resident of a compact state.
• While maintaining residency in a compact state, a nurse may practice in any compact state without taking any additional steps.
• If a nurse changes primary state of legal residency, then the nurse needs to immediately apply for a license by endorsement in the new state of residency.
How does a Current LA Resident who Holds a LA License Obtain a LA Multistate License?

• Starting July 1, 2019, go to the board of nursing website and complete the conversion application and pay the required fee.
  - RNs go to: www.lsbn.state.la.us
  - LPNs go to: www.lsbpne.com
How does a Nurse who (does not hold a LA license) and is a New LA Resident or a New Graduate Making LA the PSOR Obtain a Multistate License?

• Starting July 1, 2019, nurses making LA their new primary state of residency and applying for license by endorsement or license by examination will automatically be considered for a LA multistate license.
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) Pass the NCLEX-RN® or NCLEX-PN® exam (or state board test pool exam)
Uniform Licensure Requirements (Continued)

To receive a multistate license, a nurse must:

4) Passed English proficiency exam if a foreign grad
5) Have no active discipline on a license
6) Not be currently enrolled in an alternative program
7) Self-disclose participation in an alternative program
Uniform Licensure Requirements (Continued)

To receive a multistate license, a nurse must:

8) Submit to state/federal fingerprint-based criminal background check

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 no prior state or federal felonies

11) Have a Social Security Number

NOTE: A nurse who does not meet a requirement may be eligible to receive a single state license.
Moving Scenarios
(Changing Primary State of Residence, i.e., Changing State of Legal Residency)
How is Primary State of Residence (PSOR) defined?

• Signed Declaration of PSOR form (within the application)
• State Where Applicant Can Prove Legal Residence
  – Drivers license with home address
  – Voter registration card with home address
From Non-Compact State to Compact State

NLC States

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 Compact State

NLC States

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.

- **NLC States**
- **NLC will be implemented on 7/1/19**
From a Compact State to a Non-Compact State

NLC States

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.

NLC States

NLC will be implemented on 7/1/19
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<th>How Can Hospitals / Employers Best Ensure that Nurses Hired from other NLC States are Appropriately Licensed?</th>
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<td><strong>Is the nurse a travel nurse or in a temporary placement whereby the nurse’s PSOR is another compact state?</strong> (i.e., the nurse is a visitor to your state and NOT becoming a legal resident.)</td>
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<tr>
<td>How Can Hospitals / Employers Best Ensure that Nurses Hired from other NLC States are Appropriately Licensed?</td>
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<td>Is the nurse changing PSOR to your state? (The nurse is making a permanent move rather than temporary).</td>
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<td>(Employers have managed this successfully by implementing a policy whereby the nurse must provide proof of application for licensure to the employer within X number of days of employment.)</td>
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Resources

See the NLC Toolkit at

https://www.ncsbn.org/nlc-toolkit.htm
Nursys.com
The national nurse licensure database

• Employers should confirm a nurse’s authority to practice and license status at nursys.com
• Only nursys.com will display discipline on the nurse’s license or PTP from any state.
Discipline
How Discipline Works

• A remote state may take adverse action against the licensee’s Privilege to Practice within that remote state.

• Some state’s action removes all multistate privileges. This protects all compact states from the licensee. The license becomes a single state license.
A PTP (Remote State) Discipline Scenario

1. Mary is a resident of Texas (a compact state) and holds a Texas multistate license.
2. Mary accepts a temporary travel nurse assignment in Louisiana, a compact state.
3. While practicing in Louisiana, she violates the Louisiana nurse practice act by diverting controlled substance drugs.
4. The hospital reports Mary to the LA BON.
A PTP (Remote State) Discipline Scenario (Cont’d)

5. LA BON receives the complaint and after a preliminary inquiry, decides that an investigation is warranted.

6. LA BON conducts the investigation because that is where the violation occurred.

7. LA BON turns on the Nurse Alert in the licensee’s Nursys file, as appropriate.

8. Since LA is the remote state, LA BON staff notify the licensee’s home state, TX BON, via speed memo or phone that one of their multistate license holders is under investigation in LA.
9. LA BON treats the licensee as if the licensee were a resident of LA, applying its state laws to the case when disciplining the PTP.

10. At the conclusion of the investigation, LA BON sends the licensee investigative file to TX BON.

11. TX BON takes action on the multistate license as if the violation occurred in Texas, applying its own state laws. (Texas does not repeat the investigation.)

12. TX BON converts the multistate license to single state, as appropriate.
Thank you!

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