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NLC Nurse and Employer Webinar Video Transcript

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Presenter

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- [Jim] Okay. Welcome everyone, and thank you for joining us today for The NLC Webinar. I'm Jim Puente, the director of the Nurse Licensure Compact. And, today's webinar's going to focus on what nurse employers need to know. And, I typically will offer this particular webinar, I believe quarterly. So, there is obviously some overlap between our different webinars.

But, we're happy to take your questions at the end of the presentation. And, at that time, you can raise your hand and we will call on you to unmute yourself to ask your question. We ask that you please remain muted throughout the presentation to minimize background noise. Again, if you're just joining, please save your questions until the end of the presentation.

All right. Let's go ahead and get started. So, we always start out with some definitions of the Nurse Licensure Compact as used mainly in the model legislation and in our educational materials. First we want to say that a multistate license and a compact license mean the same thing. I think a lot of nurses and employers tend to use the term compact license, but, obviously, we tend to use multistate license because that's the term used in the legislation, but also to distinguish it from a single-state license.

Every state issues multistate licenses and single-state licenses within the compact. And, a party state is another word, another term for a compact state, a state that has joined the compact. And, the single-state license, again, as I said, issued in all states but only valid in that one state.

So, you may have a single-state license... Of course you do if you live in a non-compact state, but it's also possible to have a single-state license in some cases in a compact state. Sometimes someone doesn't meet the eligibility requirements for a multistate license and therefore may only be eligible for a single-state license.

It's also a license that in states that have joined the compact since 2018, most of them make it optional. And, on an application, you're able to select whether you want the single-state or multistate license. A single-state license might also be held by someone who's under some levels of discipline or participating in an alternative to discipline program.

Okay. And, your home state is your primary state of residence. We'll talk about that many times throughout the presentation. And, keep in mind that we don't mean your house or your property, but what we do mean is the state that is your legal state of residency, again, for legal purposes, which state is that regardless of whether you own anything or not.

And, usually, that state will be listed on your driver's license. It is also the state where you register to vote. And, again, independent of your property or having a home. And, that's important because people tend to misunderstand primary state of residence. And, it gets confusing if you don't understand it, especially if you have homes in multiple states.

So, it becomes clearer if you understand that it has nothing to do with those homes. A remote state is a state in the compact that is not your home state. So, if my home state is Ohio and I'm practicing in Florida, Ohio is my home state and Florida is the remote state.

And, then a privilege to practice is the authority you're exercising through your multistate license when you are practicing in another state. So, in my example, I'm an Ohio nurse utilizing my privilege to practice in Florida and that privilege to practice comes from my multistate license.

You'll notice the word privilege is very similar to when we refer to driving privileges to having your driving privilege taken away or having your driving privilege restored. It's the same kind of concept in that under a driver's license, you refer to the privilege to drive or the authority to drive the same concept but we adapt it to nursing and it's referred to as the privilege to practice.

We have a full list of definitions on our website, and there's a link to it here on this slide at the bottom. There are many more definitions in the compact. And, after this presentation, you'll be provided with a copy of the slides through email. So, you'll be able to go to that PDF document and click on any links that are on the slides.

So, the Nurse Licensure Compact, I think many people know or understand that in order to join the compact, a state has to pass the legislation. And, that has happened so far in 42 jurisdictions.

Obviously, our goal is for all 50 states and territories to be in the compact, because once that happens, then a nurse will be able to practice anywhere in the United States with the multistate license issued from your home state. In that way, I think people will understand it more to be very much like the driver's license in that the driver's license is issued in your home state where you live, and it allows you to drive throughout the country.

And, that's the same model we're emulating here in the nurse compact. But, again, since the compact started in 2000, we've been ramping up up to where we are in the present day with 42 jurisdictions and we'll keep going until we get all states and territories. And, I'm hoping that that happens in the next handful of years.

Keep in mind that whether now or in the future this license is not a national license. And, that's one of the misunderstandings about the compact. It is a state-based license. Obviously, it's issued by your state board of nursing, just like your driver's license is issued by your state bureau of motor vehicles or department of motor vehicles, okay?

It's not issued by the federal government. So, I say that because I know there's confusion in that area. When we move to another state, we need to get a new driver's license. And, the same thing exists with the multistate license for nursing. But, people tend to think that you can move and keep renewing the same license from your old state, and that's not the case.

We'll talk a little bit about that in subsequent slides. Also, it's important for me to point out that the compact only pertains to RNs and LPNs or LVNs as some states call them. It does not pertain to advanced practice nurses. And, advanced practice nurses will have their own compact one day.

It is gearing up. In the APRN Compact, they need seven states for it to become operational, and they only have four states so far. So, they're probably a couple of years away before there will be such a thing as a multistate advanced practice nurse license compact, okay?

The other important thing here is to know that this multistate license enables a nurse to either physically go to another state to practice or to practice via telehealth with patients who are in any of the other compact states.

So, keep in mind that you're limited to the compact states. If you need to practice telehealth in a non-compact state this license doesn't cover you in non-comp states, just like it doesn't cover you there if you're physically go to a non-compact state. So, keep that in mind.

You need to be licensed. In the case of telehealth, you need to be licensed in the state where your patient is located at the time you're practicing with that patient. One of the misunderstandings there is that people tend to think, "I need to be licensed in the state where the patient resides."

No. And, the reason is that the patient may not be in that state at the time you're practicing with them. They may be in another state, they may be on vacation. And, that's why the telehealth protocols all start with what state are you located in, in the initial interaction with the telehealth encounter, because you want to ensure that you are licensed or you have a compact license that covers that state where the patient is located.

We may have some people who joined us today who are in non-compact states. So, I'd like to point out that all of the states are trying to join the compact. All of those that are not in it yet had legislation this year.

We'll get to the update in just a moment looking at the map, however, the state that was successful this year was Connecticut and, we'll talk about that a little more later. But, if you're in a non-comp state and you want to support your state joining the compact, the best thing you can do is to send a letter to your legislator.

And, in the second item here on this slide, we provide you with the link where you can actually do that very easily. A template letter is provided that you can customize if you would like. And, it only needs your ZIP code to route it to the appropriate legislators and your governor. So, know that that makes a big impact.

And, obviously you might be thinking it's just you, just one individual, but if you really want to help make an impact, ask everyone you know to do the same thing. Ask all of the residents, everyone that you know who resides in your state to also send a letter and that will help to make a truly big impact.

All right. So, we're looking at the map which includes some implementation information. So, obviously, the gray states are not in the compact yet. And, keep in mind, as I said a few moments ago, these gray states did try to join this year and the one that was successful was Connecticut.

The dark blue states are in the compact. And, then for the light blue and the purple, there are some nuances. And, notice on the bottom of this slide that we have a link that goes to a document and that document explains those nuances between those states because a nurse with a compact license could work in the states that are purple, which are compact states, but those states are not yet fully implemented in the compact so they're not issuing compact licenses to their residents yet.

And, then in the light blue states, they are in the compact, but you cannot work there yet and also, they're not issuing compact licenses yet. All four of those states, the two purple and the two light-blue, what's holding up their implementation at this point is the implementation of federal criminal background checks.

So, we hope in the next year... And, some of them have been in a holding pattern for a few years already like Guam and Pennsylvania, but we do hope that that'll come to a resolution if not this year in 2025 so that they can fully implement the compact.

In 2025, we anticipate that all of these gray states will again, try to join the compact. Some of them come very close. There's significant activity in Alaska, in Hawaii, in Massachusetts, in Michigan, in New York. And, you know, we hope that some of them will be successful next year.

Okay. So, primary state of residence we talked about it a little bit. I want to add a little more definition to it because as it says in the second bullet that's not related to the property that you own.

Why is it important? Because when you apply for a compact license, the first page of the application is a declaration of primary state of residence. This is a legal attestation. So, it's a form that you're signing and you're adding on the line the state that is your primary state of residency, okay?

And you have to provide proof that backs that up. And, normally the proof is a driver's license or a state ID or a voter registration card. But, you also happen to indicate your state of residency when you file your federal income taxes because you have to indicate the state that you lived in in the tax year.

So, again, those are all legal documents that demonstrate what your legal state of residency is. So, that's what we're talking about is your legal state of residency, not which state you own homes in, okay? So, don't let the word residence confuse you.

This is important because if you change your primary state of residency as many of you know, or if you drive, then if you move to another state you need to get a new driver's license. Every state has laws that say you have x number of days in which to get a new driver's license.

Well, you also need to do the same thing if you move to another state with your nurse compact license, you need to get a new nurse compact license. The way the nurse compact works is you can practice in any compact state while you maintain residency in one compact state, okay?

So, if the state of Ohio issues you a compact license because you're an Ohio resident, you can practice anywhere in the compact, any of those states while you're an Ohio resident. If I change my residency to Arizona, now I need to get an Arizona compact license, and then I can practice in any states in the compact with that license.

And, keep in mind, if you're not changing your state of residency, there's nothing you need to do. You can practice in any compact state. So, the only time you need to do anything is when you are making

that permanent move to another state. Now, sometimes travel nurses ask, "Well, am I moving when I go to another state for a 13-week assignment at a hospital in some other state?"

No, that's not moving, you are temporarily going to that state. You're maintaining your home state, okay? Now that could change, obviously. What if that hospital offered you a permanent job and you decided to stay? Well, then that changes the story, right? You become a resident of that state and you need to get a new license, new driver's license, new compact license.

But, for the most part, travel nurses visit other states temporarily, okay? So, you know, I always think of the difference as when you're going to another state, are you taking a moving van, a U-Haul truck, or are you just taking a suitcase because you intend to come back and it is when you're making those permanent moves that you need to get a new license in the new state.

Okay. So, this is important because of the rule that was amended January 2nd of this year, which pertained to permanent relocations. Now, on the left side of this slide, I show you what the rule looked like before January 2nd.

So, you can see both of these are rule 402-2. However, on the left we just said, a nurse who changes their primary state of residency to another party state shall apply for a new license in a new party state. Notice that it doesn't give you a number of days. But to make that more clearer, we changed this January 2nd of this year to add 60 days in the rule so that when you do move to another state, you need to apply, not obtain, but apply for a new license in the new state within 60 days of arriving in that state.

Doesn't matter that you don't have your perfect home picked out or your permanent residence, or you're living in a hotel, or you're living in a temporary place with relatives. When you move to that state with the intent of living there, of that being your new home state, the 60 days starts, okay?

This has drawn some questions even though it intends to be clearer than the old rule and we're happy to answer any of those questions if you find it confusing and we'll talk a little bit more about this in some of the scenarios that we're going to look at a few slides later.

So, if you want more information about the 60-day rule you can scan this QR code. We also have the information on our website. It'll take you to our rule change FAQs, which maybe 10 or 15 different FAQs, all about the 60-day rule.

And, if you have a specific situation, hopefully, you'll find it listed there on our website. So, here we have a few scenarios and let's just start with the most basic scenario of moving from one state to another, okay? So, again, we're talking about a permanent move in this case, as you can see from Texas to Ohio.

So, Nurse Jones is a resident of Texas with a Texas compact license and is relocating to Ohio. So, Ohio is going to be his new primary state of residence. And, what we're talking about with this amended rule that started in January is that Nurse Jones has 60 days from the time he arrives in Ohio to apply for a license with the Ohio Board of Nursing.

So, obviously, if you're the employer in Ohio, how are you going to know that this nurse has done what they're supposed to do? Well, obviously you don't want a nurse working who is unlicensed or not appropriately licensed, you know, you have a lot riding on it that this nurse needs to be appropriately licensed to work in your facility.

What I've seen a lot of hospitals do is to create a policy, which let's say in this scenario, this Texas nurse comes to Ohio and upon hire, they say, "Well, you're an Ohio resident now you're going to need an Ohio license, you know, please, within one week, two weeks, three weeks, show us proof that you have in fact applied for your Ohio license."

And, this way, when they show you that proof, you can feel comfortable that they've taken the steps that were required, that they submitted the application for a new license in that new state. Otherwise, if you don't have any checks and balances like that, you're going to find that nurses maybe did not know the rule or they thought they didn't have to get a new license because let's say in this case, the Texas license wasn't going to expire for a long time.

And, I think that's what a lot of people would tend to do just like with a driver's license, you move to a new state and then say, "Oh, but it doesn't expire for a few years." That's not in play here because there's a rule that says, "When you move, you have 60 days to apply for a new license."

So, the amount of time left on your old license is irrelevant. Keep in mind in this scenario, who gets to hold a Texas compact license? A resident of Texas, right? Well, you're in Ohio, now, you're an Ohio resident, you're no longer a resident of Texas, so you're no longer eligible to hold a Texas compact license, except as the rules dictate, and the rules say that number one, you have to apply within 60 days for your new license, and, in that time period that you're waiting for the new license to come in, you can practice under the former license from Texas in this scenario, okay?

So, that there doesn't need to be any gap in employment you can continue to use that Texas license upon arriving in Ohio and until the Ohio license is issued, so long as you applied for the Ohio license within 60 days.

It doesn't need to be issued within 60 days. The board of nursing may be backed up, they may take three months, doesn't matter, the rule says you have to apply within 60 days. So, just for clarity, I added a new bullet to the bottom here, where it says question. And, I said, since her Texas...

And, I think it was actually him in this scenario, Texas license doesn't expire for, you know, like, another year and a half, can she just wait till the expiration date before applying for the Ohio license? No, no, absolutely not. Why? Because we have a rule that says you have to apply within 60 days. So, the fact that it's not expiring yet doesn't mean anything, you have to conform or comply with the rule.

Keep in mind, as I said earlier, this Ohio resident is no longer eligible for a Texas license because a Texas license is for Texas residents and he just became an Ohio resident. Okay.

Here we have a travel nurse example. Obviously, with a travel nurse in most cases, there's not going to be a need for a nurse to do anything. Notice that the arrow goes both ways. So, this is an Arizona nurse that's going to Kentucky for a travel assignment and will return to her home state of Arizona.

So, she's not changing her primary state of residence, she's only going there temporarily. So, there's no need for this nurse to get a Kentucky license. But, as I say in the last bullet, something that we see on occasion because nurses may not be familiar with what types of actions can impact them.

While this nurse is in Kentucky, she happens to notice that her Arizona driver's license is going to expire and she doesn't want to be caught driving unlicensed. So, what does she do? She goes to the Kentucky BMV and gets a Kentucky driver's license.

Well, Kentucky or any state doesn't give a driver's license to anyone but their own residence. So, when she gets that driver's license, she's actually signing a legal attestation saying that she's a Kentucky resident. So, unfortunately she just gave up Arizona as her primary state of residence, and that puts her in a situation of needing a Kentucky compact license.

It shouldn't be that difficult. But, she unknowingly got that Kentucky driver's license, which changed her residency. The same thing would happen if she registered to vote in Kentucky because those are things that are tied to being a resident of that state.

And, when you get a driver's license, when you register to vote, when you get a nurse compact license, you sign a declaration form where you swear that you're a resident of that state, okay? Hopefully, that makes sense. And, again, that last bullet here, that's just a caveat, that just something to be aware of to something to avoid.

What should she do if her Arizona driver's license was about to expire? She should renew her Arizona driver's license, okay? Whether she does it before she started that travel nurse assignment or whether she can do it online, the answer is not getting a new driver's license from a new state.

And, the last example is a military spouse example. And, I like to think of this because as you know, when the military are stationed in a certain state, it's usually for a period of years, not weeks, right? And, the idea of them being stationed in a state is of a temporary nature, not permanent.

Even though it may be three years, they were never told you're going there for the rest of your life, it was for a defined time, starting on this date to this date for this two or three-year period or whatever it is. They could obviously get extended for longer, but the idea is that they're going to another state temporarily.

So, what I'm talking about on this slide is the spouse of the service person who is a civilian nurse, okay? The compact benefits them if they maintain one primary state of residence. So, in this scenario, the primary state of residence is Washington State, okay, and, then the military family gets sent to Utah for several years.

So, the spouse, again, who's a civilian, not a service person, this nurse wants to work at a hospital in Utah. She can work there under the Washington State compact license, okay, as long as she maintains Washington State as her state of residency.

And, this can go on and on. As I show here, they might get sent to Virginia next, to South Carolina next, or any other state. It doesn't matter as long as they're going to another compact state, as long as they're maintaining one home state, you don't need to be physically there because remember it's a legal status. On legal documents, Washington is their legal state of residency.

Then you can continue using that Washington compact license in other states where they're stationed for the military, okay? That saves this spouse a lot of time, money, and paperwork from getting another license every time they get stationed someplace else.

That's why the department of defense is such a supporter of compacts because it helps military with some relief from occupational licensing burdens. Now, could the nurse claim Utah as the primary state of residence and then claim Virginia as the primary state of residence?

Absolutely they could. But, all that means is that they're going to have to get a new license, a new license in Utah, a new license in Virginia, etc., when they could have saved themselves time and money by maintaining Washington, which is the original home state as the primary state of residence.

I hope that makes sense because it's really no different than a travel nurse, but the amount of time they're in a state is longer in terms of years as opposed to weeks for a travel nurse. It's the same concept. Why is this important for an employer to know? Because you may hire nurses who are military spouses and you know that they're going to be in town for two or three years, and so you hire them.

So, you need to know that they can use their home state license in your state during the time that they're there, so long as they're maintaining that home state as their legal state of residence and are not changing it. All right.

So, we covered this already and it's that idea that when you move from one state to another, you can have this seamless practice without an interruption in your employment. So, it says here, and I'll paraphrase it in this rule, "When a nurse changes their primary state of residence from one party state to another party state," and remember, party states mean compact states, "They can continue to practice under the existing license while the application is processed until the new license is issued," okay?

And then once the new license is issued, you don't go around carrying two compact licenses. The new one replaces the old one. So, it supersedes the former license, which is going to go away, which will be deactivated, okay? Just like when you get a new driver's license, when you move to a new state, you don't continue on into the future with two driver's licenses.

The new one takes the place of the old one, okay? And, again, this is a benefit of the compact so that when you move from one state to another, you don't need to be in a period of unemployment due to not having a license to work in the new state. Okay.

So, again, how can an employer ensure that nurses are appropriately licensed? Obviously, you know, there's many regulations. And, although an employer is not bound or I should say the compact has no authority over employers, the compact rules do apply to nurses.

And, a nurse violating the compact rules or laws, you know, could get into some trouble with the board of nursing. Employers have their own obligations. Even though their obligation is not to the compact, employers have their own obligations to joint commission perhaps to payers, to CMS, to have nurses appropriately licensed because you're claiming reimbursement for the work of those nurses.

And so, when you're hiring a nurse from another state, obviously you need to get down to that basic question, is this nurse from within the state, are they moving here from another state, are they just living across the border in another state, or are they coming across the country? But, you need to get to the heart of that question, are they changing their legal state of residency to your state or not, because if they are, then they need to get into the application process.

If they're not, then there is nothing they need to do then. Unfortunately, when I talk to a lot of employers, to nurse executives, to HR departments, the nurse sometimes is telling the employer, "I'm not getting a new license."

And, oftentimes the rationale is, "I don't want to spend that money." Well, that's not how it works that you don't get it because you don't want to spend the money. You have to follow what the rules or laws

are. And, sometimes there's a true misunderstanding that, again, as I said earlier, nurses sometimes think it's a national license, that once I get a compact license, I just keep renewing it no matter where I live in the country and that's not the case.

It's a state license that's valid in many places, just like your driver's license is a state license valid in many states. So, make that determination. You know, if I'm an employer in Arizona and I'm hiring a nurse from Maryland, the other side of the country, and that nurse tells me they don't want to get an Arizona license and I'm hiring them for a full-time permanent position in Arizona, something's wrong there.

They're not commuting back and forth every day across the country, right? Okay. So, you're going to be living here in this state, this is your new state of residency, you need to get a license. Now there's some caveats here, namely, when you live on a border, or I'm sorry, maybe the employer is located on a border with another state.

So, you know, maybe this is the border between Texas and New Mexico or the border between Kansas and Missouri. You know, your hospital may be in one state and the person lives right across the state line in the other state.

In that case, where are they supposed to get their compact license? In the state where they live. It's not based on the state of the employer, but as we've said many times in the past 40 minutes, the primary state of residency of the nurse is where the nurse should be getting his or her license, okay? The primary state of residency of the nurse.

All right. Hopefully, you're all familiar with Nursys and Nursys being the national database for licensure, but it also contains discipline information. And, know that when you're hiring a nurse, you should be going to Nursys.

This is a screenshot of the homepage. And, you want to go to the quick confirm feature in the middle to do look up a license. And, you're going to look that nurse up and you're going to see all the licenses that the nurse holds in the country. And, where does Nursys get its information from?

It's uploaded every day from every board of nursing in the country. So, this is the composite or the aggregate of all of the nursing information in all the boards of nursing in the U.S., okay? And, it all comes into Nursys every day and is constantly updated. So, if you go to the board of nursing website to do a lookup, you are only going to see information about that one state.

Obviously, if a nurse has 2, or 5, or 20 licenses, you want to be aware of all the licenses that that nurse holds. Why? Because there may be discipline on one or more of those licenses. And, if you understand how the compact works, when you have discipline in any one state, you're no longer eligible for a compact license until the discipline is resolved.

So, whether the nurse disclosed that to you or not, that they have discipline in another state, maybe they do, maybe they don't, this is your way to confirm it, okay? And, eventually that discipline will catch up with the individual nurse and the multistate license will be pulled back and probably changed to a single-state license if there is discipline and they're kind of in transition.

So, this is what it looks like when you pull a nurse up in QuickConfirm. And, you can see in the middle of the screen, the middle of the slide, the information that it gives you. Notice under license status it says

that the nurse is unencumbered, which is what you want to see. That means free and clear, in good standing, no types of discipline against the nurse, okay?

Otherwise you'll see something different there like suspended or revoked or something like that. Then you're also looking on the far right for the compact status, where you see it says the word multistate.

And, that's what you want to see if you expect the nurse to have a compact license. Above this ribbon of information, you'll see the question, "Where can this nurse practice?" So, if you have a question about where they can practice, you can click View Now and based on all of the active licenses the nurse holds, it'll show you a map and or a list of all the states where that nurse is authorized to practice.

One of the other options on that homepage of Nursys is nurses e-Notify. And, you may or may not be familiar with this because it's a free notification service. As an employer, you can enroll all of your nurses in e-Notify very easily with an Excel spreadsheet. And, what it does is provide the hospital or the employer, I should say, with notifications of any changes to the license status for any of the nurses.

Now, keep in mind that the change to license status could be for any number of reasons. Yes, it could be that they got suspended or revoked or put on probation, but it could also be that the license expired, that the nurse forgot to renew the license, and now it's expired and obviously you don't want a nurse working who's under an expired license.

So, there's no cost for this. It's real-time information because it comes directly from nurses, which comes directly from the boards of nursing. So, again, just a feature of Nursys that you should know about. That takes us to the end of the presentation.

I have time for questions, but I do want to point out my email address here, nursecompact@ncsbn.org, because you can ask your questions here in the time that we have left, but if not, you can always send in your question through email and we will respond to you.

Let me see. It looks like there's one more slide. It's just our socials, which you can access from this QR code, and of course our website, nursecompact.com. Also, I want to say, I said in the beginning that we will send these slides to you, but along with the slides, we're going to send a link to an evaluation.

So, there are only about three questions in the evaluation. We truly appreciate it if you would complete the evaluation to let us know how we're doing, okay? And if you have any questions, we're happy to start taking them now. If you want to raise your hand, we'll call on you and then you can unmute yourself.

Okay, Catherine, - [Catherine] Thank you. Thank you for your presentation, I really...

- Sure.

- ...appreciated it. I have a employee, a nurse who has their advanced practice nursing license in our state. Their registered nurse license is from another state where they moved from. So, they said that they did not have to change their RN license from the other state because it's compact. And, they said that state is where they consider themselves residents for tax purposes for that state, but they have their APRN license here in our state.

So, can you help me with that?

- Yeah.

- Does that make sense?

- I'm not as concerned about the APRN license, but the RN license has to be in the state where they live. Are you able to mention the two states?

- Yeah, sure. So, Texas is the state where they have their APRN license, and of course, they say their state of residence is Florida. They don't live in Florida, they live in Texas, and they practice as an APRN and as a registered nurse.

- So, that's one of those misunderstandings, like in the examples I was giving you. They think that, you know, well, this is my primary resident. No, the primary residence is Texas in this case, it sounds like where you're located, where they're living.

They moved there, right?

- And they're keeping their driver's license in Florida.

- Well, they're [crosstalk]...

- They don't go to Florida every day, like you were saying earlier.

- So they're breaking the Texas Driver's License Law requirement by not getting a Texas driver's license and then violating the compact law rule that required them to get the new license within 60 days. So, I think that's a very clear example. I'm assuming it's a full-time permanent job that she's working in?

- Yes.

- And so that is very clear they should have a license in that state.

- Okay. Thank you. I've talked to the Board of Nursing here in Texas, and their answers have not been as clear as yours, so I'm really glad I came to this workshop. Thank you.

- Sure. Anytime. Next we have, is it Doreen? I only see part of the name. Yeah, Doreen.

- [Doreen] Yes. Hi. Thank you. This is actually regarding myself.

- Sure.

- I have past discipline with the State of New Hampshire, and it was a reprimand. I was required to do some continuing education and a fine. And, that was resolved in June of 2023. And, the one year that I had to notify the schools and everything was up in January of 2024. I've since been communicating with the board of nursing because they're not changing my status to unencumbered.

And, I technically have an unencumbered license, I do not have any current discipline, I have no notifications or anything, I don't have to have anything done by any board...

- But, is your license back to multistate?

- It is.

- Okay.
- So, they're not changing it. They changed it to reprimand, and I said, "But I don't currently have a reprimand that's in historical," and they're refusing to change it to unencumbered. So, I'm...
- So, when you see that, are you seeing that on the board of nursing website or on nursys.com?
- nursys.com - Okay. You can put in a complaint to Nursys that...
- Okay.
- ...that it's incorrect...
- Okay.
- ...and they will follow up with the board of nursing...
- Okay.
- ...until the board of nursing updates it to make it correct.
- Okay. Thank you so much. It's preventing me from actually even doing continuing education and I've been a nurse for 27 years. It's really, really affecting me and my ability to do my [crosstalk]...
- Sorry to hear that. But [crosstalk]...
- That's okay. I just wanted to make sure it was clear. I know if they have concerns and they have confusion I just went by, I sent them a letter, they have all the documentation, and yet they were still refusing. So, I was really happy when I saw this. And, I did see that Ashley, who was the director of our board of nursing, was logged on to this. So, I'm hoping she's hearing my question and she is going to resolve this quickly for me, but I really appreciate the presentation, it has really helped us greatly.
- Okay.
- Thank you so much.
- Thank you. Raelle Gaston.
- [Raelle] Hey. Can you hear me?
- Yep.
- Okay. Hi. So, I have a question. This recently came up during one of our HR huddles regarding new grads. We have a couple of programs and we're just trying to perfect it as much as possible. And...
- And...
- [crosstalk] - ...I'm sorry, are you with a nursing program or?
- Yes.
- Okay.

- Yes, I work here at Memorial Hospital and I kind of oversee our new grad program for new graduates that have graduated and are coming on. So,...

- Sure.

- ...we just wanna make sure that we're properly doing everything correctly when it comes to, like, them having their... They're in a nurse resident position, but they're with a licensed nurse. And, we were under the impression that they could be supervised by that licensed nurse in that patient's room, but we were just notified from the Georgia Board that they have to be licensed even though they're in a resident program.

[crosstalk]

- So are these students or have they gotten licensed already in past end class?

- So, some of them, so we have a resident 1 and a resident 2 position. So, when you're a resident 1, typically you're not required to have a license because you're doing your classroom training. But, recently from division, that has changed. So, classroom time is shorter, and then they're on the unit during their preceptorship earlier.

Before it was, like, 8 to 10 weeks classroom and then after the 8 to 10 weeks you're on the unit doing preceptorship. But, that has recently changed as of July 22nd and now their, like, classroom time is shorter, so they're on the unit much faster with that licensed nurse. But, then some of them either we come across they don't have their ATT, so they haven't even taken their NCLEX yet, or they have a single-state, which I'm, like, completely against because I don't think they should be with a nurse, or they're pending taking their NCLEX and haven't gotten their license.

So, we're just trying to verify what is the most accurate, like, what do they need? Do they need to be completely licensed, or can they work under a licensed nurse?

- Well, the thing is that it sounds like what you're asking is going to be related to a Georgia requirement as opposed to a compact requirement. So, unfortunately that's something that the Georgia Board... It is Georgia, right?

- Yes, that's correct.

- That would be a state-specific requirement that's different than a compact requirement, so you would have to find out what Georgia's Board of Nursing is requiring because that's what you would have to follow.

- Okay. Because we had a meeting yesterday and we're just trying to verify, so I guess I just need to reach out to the Georgia Board in order to just kind of find out because their website basically says they have to be licensed in order to practice with a patient. So, I just wanted to make sure we were doing everything accurate on our end.

- I wouldn't want to take a guess as to what their requirement is in that state in that situation in the residency program. So, I would suggest speaking with them by phone so you can get clarification.

- Okay. Thank you.

- You're welcome. Carol Whitman?

- [Carol] Yes. Hi. I was just wondering... Sorry, did you hear me? I was...

- I hear you now.

- My mic was up over. My question is, I just want to gain some understanding because as far as my, like, our New Hampshire License here, nursing license, are you saying that we are automatically a part of the multistate compact or do we have to apply for some other, like, licensure to be able to be a part of that?

I guess I've never really understood all of that.

- As far as I remember, I think that if you are a resident of New Hampshire, because it's different in different states, but I believe because New Hampshire's one that was around during the original compact that if you applied as a resident of the state, that you were automatically applying for a compact license.

- Okay. Because...

- Now.

- ...I looked up Nursys just now and I was surprised to see it said, "You can practice in all these different states," and I was like, "Wow, I never realized that I had that ability."

- So that's the way to verify it, is to go on Nursys and as I was showing you that field that says Compact Status, if it says multi-state, then you can practice in all the compact states.

- Okay. Thank you.

- You're welcome. Holly?

- [Holly] Yes. My question is if I have relocated from a non-compact state to a compact state, and I have licensure in both, and I'm not practicing in both, my primary state of residence is in a compact state now, but there is a chance that I'm going to move back to the non-comp state, I just want to make certain there's no issue with continuing to renew that non-comp license while I live in a compact state.

- No, no issue with renewing the non-compact license. You can always keep non-compact licenses. That's no problem. In the compact state, is your license single-state or multistate?

- It's a multi-state.

- Okay. So, in the event that you move back to a non-compact state, the only thing you need to do is notify the board of nursing of your change of address because they're going to need to downgrade you from multistate to single-state...

- Okay.

- ...because you won't be eligible for the multistate when you go back and reside in a non-compact state.

- Okay. That was my understanding. I just wanted to make certain that that was correct. Thank you.

- Sure. Barbara.

- [Barbara] Hi.

- Hi.

- Thank you for taking my question. I heard you say that Pennsylvania State Board of Nursing is held up because of some kind of complication with the criminal background check. Is there any idea of a timeframe of when Pennsylvania will complete the multistate?

- There's not. So, the holdup is waiting for approval from the FBI and it's been in a holding pattern for several years. However, this year the the legislators passed a criminal background check legislation, which the FBI asked them to do.

So, that just happened four weeks ago. And, now they're sending it back to the FBI and saying, "Here, look, we have it in law now, will you approve it now?" So, again, after all this time that happened most recently, and now we're waiting for the FBI to respond to, "It's now in law."

How quickly they'll respond with no idea. Could be months, could be next year until we know more. You know, they're a federal agency. Obviously, this is one of many things that they're dealing with. So,...

- Well, thank you...

- ...until...

- ...for that answer.

- Until they give us an update, we won't have anymore, but thank you. Here's another one, Anna.

- [Anna] Hi, can you hear me okay?

- Yes.

- Okay. I'm here in Delaware and I have a military spouse nurse who on Nursys is listed as having a multistate license in North Dakota, I believe. On our Delaware Board of Nursing website, she does appear there with a nursing military registration through the service member Civil Relief Act.

So, does that qualify as holding her license in Delaware as her new primary state of residence?

- So you said her license was issued out of North Dakota, correct?

- Correct.

- Is she changing it to Delaware or not changing it to Delaware, her primary state of residence?

- She hasn't been quite as forthcoming. It sounds, like, she's telling me at this point she's not. They did just very recently move here. They did advise they're purchasing a home.

So, if she was to, let's say, obtain her driver's license here, would she need something additional other than the nursing and military registration that's currently appearing on our board's website?

- Yeah. If she became a Delaware resident, she needs to apply for a Delaware license.

- Okay.

- As long as she's saying, "I'm only here temporarily for military purposes, my real home is North Dakota, then she can stay on the North Dakota compact license. But if she says, "No, I want to be here permanently, this is my new home state, this is my new primary state of residence," then she needs to get a Delaware compact license, which will replace the other one.

- Okay. And, one more question. As a military member, if she is here, let's say temporarily, but she does obtain a Delaware driver's license, is that allowed, is there a clause because she is military that she can do that, or would it be that she would still need to return to her home state of North Dakota if that's the case [crosstalk]...

- Is this the spouse or the service person we're talking about?

- She is the spouse. Her husband's the service member.

- Okay. I believe getting a Delaware driver's license would change her residency to make her a Delaware resident and...

- Okay.

- that would mean she would need a Delaware compact license.

- Okay. Thank you.

- Sure. Let's see who's next. Tessa?

- [Tessa] Can you hear me?

- Yep.

- Okay. I'm in Tennessee. So, I'm curious for new grad nurses when they're in a compact state and they move to another compact state, they do not want to establish residency, they want to continue to have residency in their parents' home. How are we as employers supposed to deal with that other than telling them what they should do?

- So...

- They choose not to do the driver's license because they say that they're only going to be here for a certain amount of time, it's not a contracted amount of time.

- Okay. So, they're saying, "My primary state of residency is this other state, I'm only here temporarily," right?

- Yes.

- Then they shouldn't have to get a license in that state.

- Even if they've, you know, signed for a job that is considered a permanent job with a one to two-year commitment, not an end date. So, it's not a traveler contract, it would be, like, an employer contract. So, it's, like, these young people that just don't want to establish their own residency.

- But they are being upfront in saying that I'm only going to be here for a year or two?

- Correct.

- I think that they should be able to work on the license from the home state. It's another story if they were not being upfront because sometimes it's the other way. Sometimes they accept the job of a permanent nature, the employer thinks that they're there indefinitely, and in the nurse's mind, "I'm just trying it out."

But, if they're being upfront that they have no intention of staying there permanently, then I think it would be okay to work under the license from that other state.

- Okay. And, then do you have any comments on, I recently had somebody that was licensed in Texas, but they weren't allowed to renew their Texas license because they currently live in Tennessee and they were being told that they might be fined for trying to renew their Texas license because they didn't currently live there.

Do you have any comments on, like, states that are fining nurses for not changing their license?

- I mean, you can't renew a license in a state that you're no longer a resident. I mean, I don't know that it's necessary to find someone that's up to the state, but they just need to decline renewing it because you can't renew a compact license in a state that you're not residing in.

It sounds like she used to be in Texas, now she's in Tennessee?

- That's correct.

- So, she needs to get a Tennessee license and Texas should decline to renew that Texas license. I haven't heard of penalties about that unless she falsified some information...

- Thank you.

- ...maybe. Anything else? Okay. Who is next? Julie?

- [Julie] Hi. I have two questions. First...

- Sure.

- ...one, for a nurse in a supervisor or manager position overseeing nurses doing telehealth and if it's... So, they have to be licensed if the state is a non-compact state, they have to get an additional license by endorsement with that state?

- Are you asking about the nurse practicing telehealth or the supervisor?

- Well, I'm asking about the supervisor. My question is, does the supervisor also need to be licensed in that non-compact state because she's overseeing the nurse that's doing the telehealth?

- I think that's a very good question. Are you giving them direction related to patient or clinical care?

- Well, at times there are questions that are asked that guidance is provided.

- Okay. That's a very unique question. The way I feel, I think if you wanted to be on the safe side, you would get the license in a non-compact state.

The other way to be sure about it is to contact the board of nursing in that non-compact state and pose that question to them.

- Okay.

- And, then you won't have to get a license unnecessarily. You know, for example, California, a non-compact state, they make it very clear that someone practicing with a patient in the state through telehealth needs to be licensed in this state, but that doesn't address the person supervising them.

- Okay. My second question was in regards to Connecticut joining the compact. Do we know how long the waiting process is for them to implement or...

- So, they have a target date of October of 2025, but...

- Okay.

- ...a lot needs to happen before then. And so, we're actually starting that implementation process now. And, even though we'll have everything in place, the one outlier for them as well will be when will the FBI approve their background checks? So that's an outlier that we don't have an answer to. It could come at any time.

But, when we get to October, if it's still not in place, probably everything else, but the background checks will be in place if we don't hear from the FBI. So, that's the one question mark, but that is their target date.

- Okay. Thank you.

- Sure. Any others? Okay. I don't see any others. And, know that you can email your question into me at nursecompact@ncsbn.org, okay? Thanks for coming and hope you'll join us at our next month's webinar. And, please, we will send you the PowerPoint slides.

Please, complete the evaluation, we'd much appreciate it. Thank you. Bye-Bye. Enjoy the rest of your week.