

IMPORTANT INFORMATION FOR EMPLOYERS OF NURSES IN MISSOURI

**Missouri will implement the Nurse Licensure Compact on June 1, 2010.
Implementation will affect your hiring of nurses and the verification of licenses.**

Please read the following information carefully. Additional information concerning the Nurse Licensure Compact, including the most updated listing of participating states is available at www.ncsbn.org

Questions concerning the Nurse Licensure Compact may be addressed to Lori Scheidt at lori.scheidt@pr.mo.gov.

What is the Nurse Licensure Compact?

The Nurse Licensure Compact (NLC) is a mutual recognition model of nurse licensure that allows a nurse to have one license, issued by the state in which the nurse claims primary residence, and to practice (physical or electronic) in all states that have entered into the interstate compact (multi-state licensure).

Similar to a driver's license, a multi-state nursing license allows a nurse who is licensed in one compact state (called a home state) to legally practice in another compact state (called a remote state). The NLC requires the nurse to adhere to the practice laws and rules of the state in which the patient(s) receives care.

The NLC includes registered nurses (RNs) and licensed practical or vocational nurses (LPN/VNs). The NLC does not include Advanced Practice Registered Nurses (APRNs) or IV Authority for LPNs/VNs.

- All APRNs who want to practice in Missouri must obtain a Missouri document of recognition.
- All LPNs who want to practice IV therapy in Missouri must obtain IV Authority from the Missouri Board of Nursing.

What are the benefits of the NLC to Missouri employers?

The NLC provides greater mobility for nurses and may improve access to licensed nurses during times of need for qualified nursing services.

What states participate in the NLC?

Twenty-four (24) states currently belong to the NLC: Arizona, Arkansas, Colorado, Delaware, Idaho, Iowa, Kentucky, Maine, Maryland, Mississippi, Missouri, Nebraska, New Hampshire, New Mexico, North Carolina, North Dakota, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, and Wisconsin.

How will the NLC affect nurses practicing in Missouri?

A nurse may hold a license in only one compact state and it must be the primary state of residence. Under the NLC, an RN or LPN holding an unencumbered Missouri license

whose primary state of residence is Missouri will be issued a compact license and will no longer need an individual license to practice in other compact states.

An RN or LPN holding a Missouri license, whose primary state of residence is another compact state, will be required to apply for licensure in his/her home state. On June 1, 2010 Missouri licenses of nurses who declare a compact state other than Missouri as their state of primary residency will be placed on inactive status.

An RN or LPN holding a Missouri license, whose primary state of residence is a non-compact state, will be issued a single state license valid for practice only in Missouri. The licensee holding a single state license may not practice in other states unless licensed in the other state(s).

How will an employer know if a nurse's license is valid?

With the implementation of the NLC in Missouri, the continuation of the single state license for nurses who reside in non-compact states, and the possibility that a nurse licensed in a compact state may hold a single-state license, it is important that employers verify the licensure status of all nurses seeking employment in Missouri. License verification will confirm whether a license is designated as a multi-state or a single-state license.

The Nurse Licensure Compact requires that states clearly identify when a license is valid for practice only in the granting state. Licenses that are valid for practice only in Missouri are designated as 'VALID ONLY IN MISSOURI' on the face of the license and also in the system. Licenses not identified as 'single-state' are multi-state (compact) licenses. You may access NURSYS to verify licensure status for licenses issued by participating Boards.

NURSYS access is available at www.nursys.com. There is NO fee for this service. Contact information for Compact states is available at www.ncsbn.org

Employers and/or nurses working in Missouri by virtue of a multi-state license from a compact state other than Missouri are not required to notify the Missouri Board of Nursing.