

1. *How much does it cost for the State of Nevada to belong to the Nurse Licensure Compact? Will joining the NLC increase license fees for Nevada nurses?*
 - a. Each NLC State pays an annual fee of \$6,000 to the NLC Commission. The state pays no other fees.
 - b. While the Nevada Board of Nursing could elect to charge a fee to Nevada nurses for obtaining a multistate license to offset any loss of revenue, the NLC itself does not impose any fees on individual nurses to obtain a multistate license.

2. *Do compact nurses have to register with the state before they begin working in Nevada? If Nevada joins the NLC, does that result in an inability to monitor where nurses are employed?*
 - a. Currently, state licensing boards do not have residency requirements for their licensees. Thus, nurses from across the country can be licensed in Nevada through initial licensure or licensure via endorsement.
 - b. Additionally, care can be provided to patients via nurses from other states, who possess an Nevada license, via telehealth. As licensure in Nevada exists currently, the Board of Nursing does not know when a nurse is practicing in the state, only whether they have the ability to. Similarly, when the NLC is implemented in Nevada, the board will know which licensees have the privilege to practice in Nevada, but not whether they are actively practicing.

3. *Does the Board of Nursing lose control over nurses in Nevada if the state joins the compact?*
 - a. No, if Nevada became an NLC party state, for a nurse currently licensed in Nevada to obtain a multistate license, they would have to first meet the requirements to hold a single state license in Nevada. Once these requirements are met a nurse would then be eligible to apply for a multistate license. With the NLC, Nevada can ensure that multistate licensees practicing in the state have all 1) met their home state qualifications for licensure and 2) met all 11 uniform licensure requirements required to obtain a multistate license.
 - b. For multistate licensees practicing in Nevada, whether in-person, electronically, or telephonically, the Nevada Board of Nursing maintains authority over nursing practice in the state.

4. *Will the NLC result in a loss of state sovereignty?*
 - a. No, the NLC will not result in a loss of state sovereignty. Compacts enable states to join together to solve issues of multistate concern. The NLC specifically facilitates the sharing of information in areas of nurse regulation, investigation, and adverse action. This idea of shared sovereignty for specific policy is not new to Nevada. Nevada is currently a member of [29 interstate compacts](#).
 - b. In actuality, the NLC assists Nevada in retaining their sovereignty over nurse licensure and practice issues within the state. The NLC follows the mutual recognition model, allowing a nurse to hold one license within their primary state of residence with the

privilege to practice in every NLC participating state. Under this model, Nevada, and the Board of Nursing more specifically, retains control over their licensees' privilege to practice with a multistate license and Nevada's laws govern nursing practice treating patients in the state.

5. *Is the Nurse Licensure Compact (NLC) a threat to public health and safety?*
 - a. The NLC was created by state boards of nursing, whose mission it is to protect the public. As a regulatory policy, that has been operational for over 20 years, patients have received care from nurses who hold multistate licenses for decades.
 - b. No, the NLC is not a threat to public health and safety. The NLC facilitates states' responsibility to protect the health and safety of the public. Each party state of the NLC is required to participate in a coordinated licensure information system. This system facilitates the sharing of information on nurse licensure and requires party states to promptly report any adverse action, investigative information, and denials of application. As a result, Boards of Nursing have a pathway to easily communicate with one another and ensure nurses practicing across the country are safe and meet a high standard.
 - c. Additionally, the NLC requires nurses to meet 11 uniform licensure requirements to obtain a multistate privilege to practice. Nurses with a multistate license cannot be under active discipline and must complete a federal criminal background check as a condition of licensure. This ensures that all nurses practicing under a multistate license are safe and provide high-quality care to the public.

6. *The Nurse Licensure Compact places patients at risk because it hobbles the Nevada Board of Nursing's ability to track previous criminal offenses and disciplinary measures for nurses entering our state. Is this true?*
 - a. In order to **obtain** and **maintain** a multistate license, a nurse must have no active discipline, no felony record, no misdemeanor related to the practice of nursing, and must maintain those statuses throughout the time they hold a multistate license.
 - b. The NLC also streamlines a party state's ability to track disciplinary measures and criminal offenses by requiring and facilitating the sharing of investigatory data, significant adverse actions, and licensure data through the coordinated licensure information system. As a member of the NLC, Nevada would further contribute to the mandate of public protection, ensuring that nurses licensed in Nevada, practicing across the country, meet the highest standards of care.

7. *Are the Uniform licensure requirements under the National Council of State Boards of Nursing less stringent than the current Nevada state licensing requirements?*
 - a. No; Nevada's state licensing requirements mirror the uniform licensing requirements.

8. *What are the differences in requirements between a compact license and an Nevada license?*

- a. Below are requirements for an application for licensure compared to the requirements of licensure under the NLC. For licensure renewal, an Nevada nurse must receive 30 hours of continuing education which includes 2 hours of continuing education in cultural competency; must also complete a one-time 4 hour bioterrorism course.

<u>Nevada Licensure Requirements</u>	<u>NLC Uniform Licensure Requirements</u>
	Meets the requirements for licensure in the nurse's primary state of residence.
Has graduated from an accredited education program or has graduated from international program with appropriate verification; and has been awarded a degree or diploma in Nursing	Has graduated from a board-approved education program or has graduated from an international program (approved by the authorizing accrediting body in the applicable country and verified by an independent credentials review agency)
Has passed a Nevada approved English proficiency exam (applies to graduates of an international program of a country where the primary language is not English)	Has passed an English proficiency examination (applies to graduates of an international program not taught in English or if English is not the individual's native language)
Has passed an NCLEX-RN or NCLEX-PN or predecessor exam	Has passed an NCLEX-RN or NCLEX-PN examination or predecessor exam
An applicant with an encumbered license is assessed by application eligibility specialist	Is eligible for, or holds an active, unencumbered license (without active discipline)
Has submitted to state and federal fingerprint-based criminal background checks	Has submitted to state and federal fingerprint-based criminal background checks
An applicant with a felony conviction is assessed by the application eligibility specialist	Has not been convicted or found guilty, or has entered into an agreed disposition, of a felony offense under applicable state or federal criminal law
An applicant with a misdemeanor conviction is assessed by the application eligibility specialist	Has no misdemeanor convictions related to the practice of nursing (determined on a case-by-case basis)
An applicant participating in an alternative to discipline program will be assessed by the application eligibility specialist	Is not currently a participant of an alternative program
A licensee is required to self-disclose current participation in an alternative program	A licensee is required to self-disclose current participation in an alternative program
Has a valid U.S. social security number or individual taxpayer ID number	Has a valid U.S. social security number

9. *Nurse Licensure compacting is bad for patient safety. Joining the compact would reduce that oversight and leave Nevadans vulnerable to substandard care.*

- a. Under the NLC, the Nevada Board of Nursing maintains authority over the licensure and enforcement of nursing practice across the state. They have the authority to issue

licenses (single-state and multistate), regulate the practice of nursing, and enforce the nurse practice act—JUST as they do today.

- b. The NLC promotes patient safety by facilitating the communication of nursing regulatory bodies across the country on matters related to nurse licensure, investigation, and adverse action. Nurses practicing under a multistate license must be free of any active discipline and complete a federal criminal background check.
- c. The NLC increases Nevadans access to care and enables the Board of Nursing to have regulatory authority over nurses practicing in the state today who may not hold a license in Nevada.

10. If the State of Nevada joins the Nurse Licensure Compact, it will no longer have the ability to bar nurses from coming to Nevada and caring for patients.

- a. Under the NLC, Nevada, as a party state, would have the authority to take immediate action against a nurse's privilege practice in Nevada should an incident occur. Nevada would then be required to report this incident through the coordinated licensure information system so that the licensee's primary state of residence could investigate and determine if the incident requires further action to be taken against that nurse's license in their primary state of residence.

11. This bill will not address the staffing challenges. Rather than reducing oversight and relinquishing control over our high standards, the Legislature should consider ways to encourage more Nevadans to become nurses, by expanding educational opportunities here in the state.

- a. The NLC is one tool in the toolbox to address nursing workforce shortages. Under the NLC, Nevada would be able to address the immediate need for nurses by enabling nurses from other states to easily cross state lines to provide care. The NLC increases access to care for Nevada residents enabling them to seek nursing care via telehealth.
- b. In times of crisis, the NLC empowers nurses to immediately cross state lines and assist. This removes the burden on the healthcare system left waiting for the Governor to issue piecemeal Executive Orders to implement temporary licensure flexibilities.
- c. The NLC is also a benefit to nurses within the Nevada. The NLC is an incentive for nurses and nursing students to stay in Nevada, as the NLC supports the longevity of their career and enables them to easily provide care via telehealth or educate nurses across the country using their Nevada nursing license. Nevadan nurses can join the modern healthcare workforce, by removing barriers to mobility by obtaining a multistate license and practicing in-person or electronically across state lines.

12. What if states recognize difference crimes or charges as barrier offenses to licensure? How does the Compact handle this?

- a. A condition of obtaining a multistate licensure is that nurses must complete a state and federal criminal background check and do not have a felony on their record. The nurse must also maintain their felony-free status in order to maintain their multistate license.

Should a nurse be convicted of a felony that would trigger action by the Nevada Board of Nursing, they can immediately revoke the nurse's privilege to practice in the state.