



What Nurse Leaders Need to Know



Introduction

The NLC allows registered nurses (RNs) and licensed practical/vocational nurses (LPN/VNs) to hold only one multistate license in the primary state of residence (PSOR or the home state) and practice in other compact states (remote states), while subject to each state's practice laws and discipline.

Accountability for Nurse Licensure

Health care facilities are accountable to CMS and other agencies for ensuring that nurses under their employment hold an active license.

When a nurse changes PSOR, it is the nurse's responsibility to apply for licensure by endorsement in the new primary state of residence within 60 days.

Employer Verification of a Nurse's Licensure Status

Employers can verify a nurse's license and status with a Nursys® QuickConfirm report at www.nursys.com at no cost. All NLC states provide licensure and discipline data to Nursys® directly from the board of nursing (BON) licensure systems. Nursys is primary source equivalent. Employers can also view an individualized authorization to practice map which displays the states where a nurse can legally practice.

Employers should enroll their nursing workforce in e-Notify at nursys.com to receive e-notifications of any change in licensure status including disciplinary action. This is no cost to the employer.

To confirm temporary licenses, visit the issuing BON website. A temporary license issued by a compact state is valid in that state only and does not carry multistate status.

Where Practice Takes Place

Lawful practice requires that a nurse be licensed or have the privilege to practice in the state where the patient or recipient of practice is located at the time nursing service is provided unless an exemption is in place.

Multistate Health Care Systems:

A nurse leader should be licensed or hold the privilege to practice in states in which they have multistate responsibility for nurses.

Telehealth Practice:

Telehealth practice includes communication between a nurse and a patient, by phone, email or text. When the patient is located in another state during the telehealth encounter, the nurse should be licensed or hold the privilege to practice via a multistate license, in the state where the patient is located at that time.

Distance Education:

Distance education involves virtual communication between a licensed nurse educator and a student, by phone, email, text or online platform. When the student is located in another state during the virtual educational encounter, the nurse should be licensed or hold the privilege to practice via a multistate license, in the state where the student is located at that time.

Travel Nurses:

Nurses with a multistate license may practice on a travel assignment outside of their home state as long as the nurse maintains legal residence status in the home state. Should this nurse's residency status change, the nurse must apply for license by endorsement in the new home state within 60 days.

Hiring Nurses from Other States

Noncompact to Compact:

Nurses with a PSOR in a noncompact state must be appropriately licensed to practice nursing in a compact state. When hiring a nurse that resides in another state, it is the responsibility of the employer to verify that the nurse is licensed to practice where the patient care is provided.

Compact to Compact:

Nursing licensure status is determined by the PSOR. When the PSOR changes, initiation of the endorsement process is required within sixty (60) days. The nurse may practice on the former home state license only until the multistate license in the new NLC home state is issued. Upon issuance of a new multistate license, the former license is inactivated.

Additional Resources:

- [Moving Scenarios Fact Sheet](#)
- [NLC Definitions List](#)
- [NLC Map](#)

