



## What Nurse Employers Need to Know



### Background

- 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 (the home state) and practice in other compact states (remote states), while subject to each state's practice laws and discipline.
- A nurse must be licensed or have the privilege to practice in the state where the patient is located at the time care is directed or service is provided. This pertains to in-person or telehealth practice.
- Nurses holding a multistate license are allowed to practice across state lines in other NLC states. However, a multistate license is changed to a single state license when practice is limited to the home state due to a restriction on the license or some level of disciplinary action.
- Advanced practice registered nurses (APRNs) are not included in this compact. APRNs must apply for APRN licensure in each state in which they practice, unless exempted when employed in a federal facility.

### 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](http://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](http://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.

### Licensure and Privileges

- A nurse licensed in a compact state must meet the uniform licensure requirements in the primary state of residence (home state). When practicing in a remote state, the nurse is accountable for complying with the nurse practice act of that state.
- A single state license may be issued to an applicant residing in a noncompact state. A license issued by a noncompact state is valid only in that state.
- The NLC permits a nurse to hold one active multistate license issued by the primary state of residence. This is based on where the nurse pays federal income tax, votes or holds a current driver's license.
- When a nurse is hired in a remote state for a temporary position or commutes to the remote state from the primary state of residence (usually an adjacent state), employers cannot require the nurse to apply for licensure in the remote state when the nurse has lawfully declared another state as the primary state of residence.
- A BON in a remote state cannot issue a single state license to a nurse who holds a multistate license in the nurse's home state. A nurse that doesn't meet the multistate license requirements may be limited to a single state license.
- It's the responsibility of the nurse to notify the employer of any action taken by the BON against their license.
- When changing primary state of residence, a licensee has 60 days from the time of relocation to apply for license by endorsement in the new state of residence.

### Additional Resources

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

