

Information about Multistate Licensed (MSL) Nurses Practicing in Washington

By Alison Bradywood, DNP, MN/MPH, RN, NEA-BC
Executive Director, Washington State Board of Nursing

On April 21st, 2023, Gov. Jay Inslee signed [SSB 5499](#) into law, renaming the Nursing Care Quality Assurance Commission to the Washington State Board of Nursing, and making Washington the 40th state to join the Nurse Licensure Compact (NLC). The NLC increases access to nursing care in our state and gives Washington nurses the option to help other NLC states. This is done with a Multistate License (MSL). As of July 24th, 2023, **Registered Nurses and Licensed Practical Nurses with an active multistate license residing outside of Washington State now have the privilege to practice in Washington.**

Nurses: Requirements for multistate licensed nurses working in Washington

Here are the steps required to work for a [mandatory reporting employer](#) in Washington with an out-of-state MSL:

- Let their employer know they have an active MSL.
- Follow the [Washington Nurse Practice Act](#) when providing care to patients in Washington.
- Complete the [Suicide Prevention Training](#).
- Complete Washington State Multistate Nurse Demographic Data Survey.
- Work with their employer to meet employment requirements.

One of the primary objectives of the MSL demographic survey is to better understand how many nurses we actually have working in Washington state, what kind of work they do, and where they are employed.

Starting August 30th, 2023, multistate licensed nurses may now receive the link to the multistate license demographic data survey in their e-mail inbox that was provided by their employer when completing the MSL compliance form. Those who completed the survey prior to this date do not need to fill out the survey again. If you did complete the survey prior to this date, please notify your employer.

While not required, it is still encouraged that those with an active MSL from out-of-state working in Washington who are not employed by a mandatory reporting employer still complete the demographic data survey. You can find a link to the survey here: [MSL Demographic Data Survey](#).

Employers: Requirements for employers

[Mandated employers](#) in Washington State who hire out-of-state nurses with a multistate license will:

- Verify and report out-of-state MSL nurses to the Washington State Board of Nursing via the [Employer MSL Compliance form](#).
- Attest that the out-of-state MSL nurse has completed the required [Suicide Prevention Training](#).
- Attest that the out-of-state MSL nurse has completed the Multistate Nurse Demographic Survey, or provide the nurse's email address for the Board to send the survey to directly.

Starting September 1st, 2023, mandatory employers must report out-of-state MSL nurses within 30 days of hire via the Employer MSL Compliance Form. It is recommended that non-mandated employers submit the compliance form as well to help the Board better understand the state of the nursing workforce in Washington state.

It is the responsibility of mandated employers to ensure that MSL nurses have completed the required training and the demographic survey. For public safety, we also strongly encourage all employers, regardless of whether they are mandated or not, to complete the requirements. Starting August 30th, 2023, the Board of Nursing will begin tracking survey completion in SurveyMonkey. Updates on the completion status of the survey for employed MSL nurses should be delivered to the designated employer email address sometime after this date.

Ensuring that nurses complete the demographic data survey benefits employers as well by allowing the Board to better identify and address trends in the nursing workforce. This information can help guide workforce planning efforts and identify critical gaps in the nursing workforce.

Frequently Asked Questions

Is this survey legitimate?

Yes. In accordance with [SSB 5499](#), nurses with an active out-of-state multistate license (issued from a state other than Washington) working in Washington state and employed by mandatory reporting employers, will complete the Multistate Demographic Data survey as a condition of employment. This is meant to be enforced by the employer. DSHS and DOH will enforce this starting September 1st, 2023.

I thought we were supposed to complete the survey in e-Notify?

The e-Notify survey is only used for Washington state licensed nurses. E-Notify does not work for tracking data of multistate licensed nurses working in Washington from out of state, since their survey data would be sent back to their home state. Because of this, out-of-state multistate licensed nurses must complete the survey in SurveyMonkey.

What is SurveyMonkey?

SurveyMonkey is an online survey tool used to create online surveys, polls, and quizzes.

What if I already completed the demographic data survey?

Please let your employer know that you completed the survey. No other action is needed.

Who will complete the Multistate Demographic Data survey?

Nurses working in Washington State under an out-of-state multistate license and employed by a mandatory reporting employer will complete the Multistate Demographic Data survey as a condition of employment. This is meant to be enforced by the employer. DSHS and DOH will enforce this starting September 1st, 2023.

My employer submitted a survey already / I am a supervisor, and I completed the Compliance Form.

That is a different survey. Nurses with an active out-of-state multistate license and employed by a mandatory reporting employer, will complete the Multistate Demographic Data Survey. Washington state licensed nurses (single or multistate) report this information to the board via NURSYS E-notify.

How is my data going to be used?

It will be used for research and development of the nursing workforce in Washington State.

Is my data safe?

SurveyMonkey encrypts all data at rest in data centers using AES 256 based encryption. They have also implemented governance, risk management, and compliance practices that align with the most globally recognized information security frameworks to ensure the safety of user's data.

The Department of Health (DOH), working with Washington State Office of Cyber Security, works every day to detect, block and respond to cyber-attacks on state networks. This work includes preventing and mitigating threats before they can cause significant damage. Cyber threats will continue to evolve, and so will our defenses against them. DOH and security partners protect the information entrusted to them and are also prepared to respond in the event something unexpected occurs.

When do I have to complete the survey?

This survey is a condition of employment. The law requires mandatory reporting employers to attest that the nurses they have hired or wish to hire, with an active out-of-state multistate license to complete the survey within 30 days of hiring starting September 1st, 2023.

How will I know if my employees complete the Demographic Data Survey?

If it was completed prior to August 30th, your employee should notify you and attest to the completion of the survey. After August 30st, the Board of Nursing will begin to track which nurses have and have not completed the survey in SurveyMonkey. This information will be available to employers sometime after this date.