



41

jurisdictions

have enacted NLC  
legislation

# Nurse Licensure Compact (NLC) Implementation

**Washington State  
Board of Nursing**  
(formerly NCQAC)



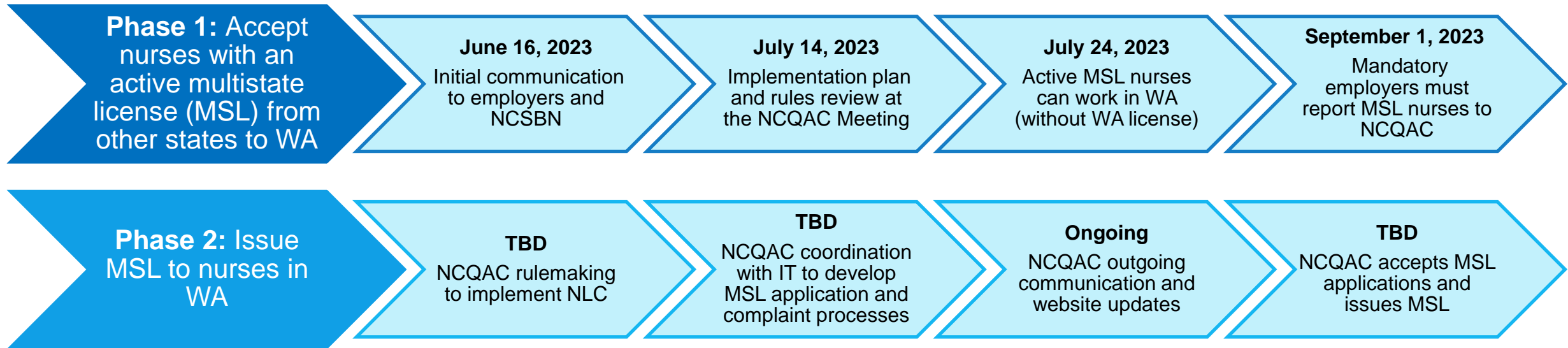
# What is the Nurse Licensure Compact?

On April 21, 2023, Gov. Jay Inslee signed the Substitute Senate Bill (SSB) 5499 Multistate Nurse Licensure Compact (NLC) into law.

Washington is the 40th jurisdiction to enact the NLC.

The NLC increases access to care while maintaining public protection at the state level. **Under the NLC, nurses with an active multistate license (MSL) can practice in other NLC states/territories, without obtaining additional licenses.** The state which is the primary state of residency (or home state license for military) issues multistate licenses.

# Washington State Nurse Licensure Compact Implementation Plan



## Additional 2023 Key Dates:

- **July 24:** WA BON Name Change, WCN surcharge begins
- **September 30:** Comparison of Nurse Practice Acts by NLC State, link to all NLC rules, and display Interstate Commission meeting information on BON website.

# Employers Required vs Encouraged

Mandatory employers include:

- Hospitals (*Chapter 70.41 RCW (SSB 5499, Sec. 24)*)
- Private Establishments (*Chapter 71.12 RCW (SSB 5499, Sec. 25)*)
- Ambulatory Surgical Facilities (*Chapter 70.230 RCW (SSB 5499, Sec. 26)*)
- Nursing Homes (*Chapter 18.51 RCW (SSB 5499, Sec. 27)*)
- Assisted Living Facilities (*Chapter 18.20 RCW (SSB 5499, Sec. 28)*)
- Hospice Care Centers (*Chapter 70.127 RCW (SSB 5499, Sec. 29)*)
- Adult Family Homes (*Chapter 70.128 RCW (SSB 5499, Sec. 30)*)
- Nursing Pools (*Chapter 18.52C RCW (SSB 5499, Sec. 31)*)

For mandatory employers, reporting is a legal requirement and enforceable by DSHS/DOH after September 1, 2023.

All employers are encouraged to report

# Private Establishment

- Private Establishment (RCW 71.12.455, Definitions) means:
  - (a) Every private or county or municipal hospital, including public hospital districts, sanitariums, homes, psychiatric hospitals, residential treatment facilities, or other places receiving or caring for any person with mental illness, mentally incompetent person, or chemically dependent person; and
  - (b) Beginning January 1, 2019, facilities providing pediatric transitional care services.

# Mandatory Employer Requirements

Mandatory employers who have hired, or wish to hire, nurses that will work only with an active multistate license (without a WA state license) are required to:

- Verify and report MSL nurses to the board.
- Attest that the nurse has completed the required [Suicide Prevention Training](#).
- Attest that the nurse has submitted their demographic data.

# Important Information for Mandatory Employers

As of July 24, 2023:



Mandatory employers may begin reporting MSL nurses to the board as of July 24, 2023, and are required by law to report no later than September 1, 2023.



After September 1, 2023, reporting must occur within 30 days of employment



Form available for mandatory employers to be able to attest to these requirements via the [Employer Compliance Form](#).



# Employer Compliance Form

- Mandatory employers are able to use the Employer Compliance Form to:
  - Verify and report MSL nurses to the board.
  - Attest that the nurse has completed the required Suicide Prevention Training.
  - Attest that the nurse has submitted their demographic data.
- We encourage all employers to report, even if not required.

## Washington State Nurse Licensure Compact (NLC) Employer Compliance Form

Welcome to the Nurse Licensure Compact (NLC) Employer Compliance Form

In accordance with [Substitute Senate Bill \(SSB\) 5499 Multistate Nurse Licensure Compact](#), certain employers and establishments who wish to hire/or have hired a nurse with a multistate license (MSL) issued from a state other than Washington, must attest to the following:

**1. The nurse has submitted their required demographic data information via the [Washington State Multistate Nurse Demographic Data Survey](#).**

- *Individuals that hold a multistate nurse license issued by a state other than Washington and are employed by certain establishments shall complete any demographic data surveys required by the board of nursing in rule as a condition of employment.*

**2. The nurse has completed the required 6-hour [Suicide Prevention Training](#).**

- *Individuals that hold a multistate nurse license issued by a state other than Washington and are employed by certain establishments shall complete the suicide assessment, treatment, and management training required by [RCW 43.70.442\(5\)\(a\)](#) as a condition of employment.*

**3. I, the employer or establishment, am reporting employed nurse(s) that hold a multistate license issued by a state other than Washington and am attesting to the required tasks via this form within 30 days of the nurse(s) hire date.**

- *Certain establishments shall report to the board of nursing, within 30 days of employment, all nurses holding a multistate license issued by a state other than Washington and an attestation that the employees holding a multistate license issued by a state other than Washington have completed the tasks required as a condition of employment.*

Next

# Suicide Prevention Training

- A six-hour suicide prevention training is required for nurses that work for mandatory employers as a condition of employment.
- Please see the Washington Model List for acceptable suicide prevention training courses.

Profession	Hours of Training and Frequency	Core Training Components and Content
<u>Licensed practical nurses (LPN), registered nurses (RN) and advanced registered nurse practitioners (ARNP)</u> - certified registered nurse anesthetists are exempt * began January 1, 2016	Six hours one time	<ul style="list-style-type: none"> <li>• Suicide assessment, treatment and management</li> <li>• Imminent harm via lethal means or self-injurious behaviors</li> <li>• Content on veterans</li> </ul>

Model List		
<a href="#">Expand all</a>		
Six-hour training for suicide assessment, treatment and management ^		
<p><b>Please note:</b> The following professions are required to take a six-hour course: social workers, licensed mental health professionals, nurses, marriage and family therapists, naturopaths, osteopathic physicians/surgeons/physician assistants, physicians and physician assistants, psychologists, and retired active licensees of the above professions.</p>		
Training Program	Provided by	Setting
<a href="#">1st Steps in Suicide Prevention – Assessment, Treatment and Management</a>	#1 Premiere Continuing Education	Online
<a href="#">About Suicide in Washington State</a>	ATrain Education, Inc.	Online
<a href="#">Addressing Suicide Risk</a> <b>*includes specific content for chemical dependency treatment providers</b>	NAR Associates	Online or Home Study
<a href="#">All Patients Safe: Suicide Prevention for Medical Providers</a>	University of Washington, Department of Psychiatry and Behavioral Services	In Person or Online
<a href="#">ASIST 11.1 (Applied Suicide Intervention Skills Training)</a>	LivingWorks	In Person
<a href="#">Assessing and Managing Suicide Risk (AMSR)</a>	Education Development Center	In Person
<a href="#">Assessment, Clinical Management, and Treatment of Suicidality: Integrating Recent Advances into Clinical Treatment</a>	J&K Seminars	Online, Home Study
<a href="#">Assessment, Treatment, and Management of Suicide</a>	Critical Concepts Consulting	In Person or Online
<a href="#">Competency Based Training in Suicide Assessment and Management</a>	Barbara J. Limandri, PhD, PMHNP	In Person

# Multistate Demographic Data Survey

- As a condition of employment, nurses with an active out-of-state multistate license, [employed by mandatory employers](#), working in Washington are required to complete the board's demographic data survey.
- For mandatory reporting employers, it is a legal requirement to attest that nurses with an active out-of-state multistate license (without a WA state license) has completed this requirement.
- This survey was built with the current demographic data survey questions that Washington state licensed nurses answer via Nursys E-notify as required by WAC 246-840-015.

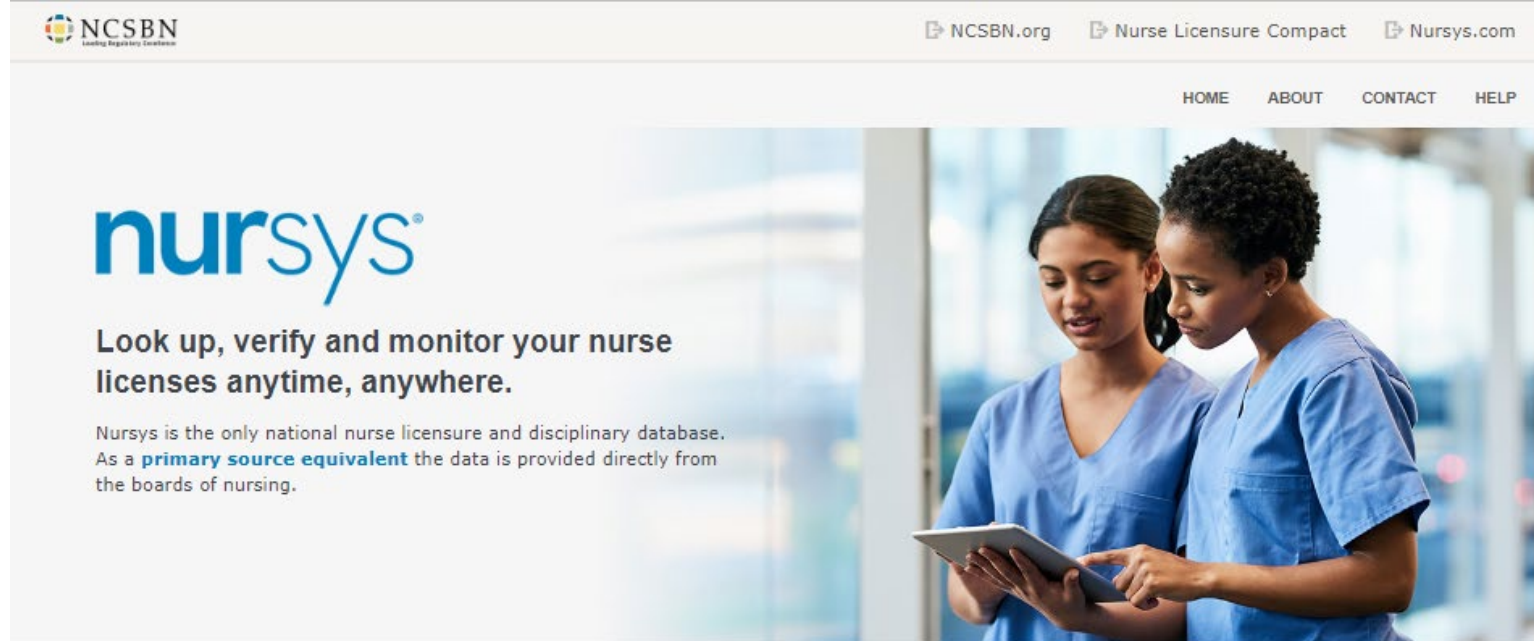
## Washington State Multistate Nurse Demographic Data Survey

In accordance with [Substitute Senate Bill \(SSB\) 5499 Multistate Nurse Licensure Compact](#), as a condition of employment by certain entities, individuals that hold a multistate nurse license issued by a state other than Washington, are required to complete this demographic data survey as required by the Washington State Board of Nursing.

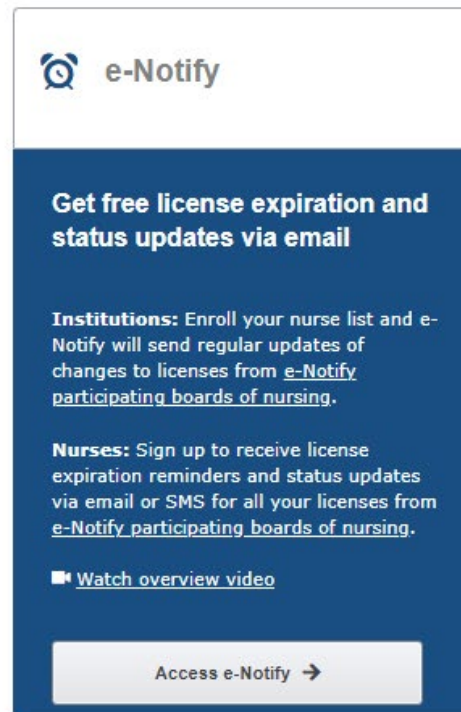
Next

# NURSYS.com

- Nursys is the only national nurse licensure and disciplinary database. As a **primary source equivalent**, the data is provided directly from the boards of nursing
- **Primary Source Verification**
  - If you are verifying an active RN or LPN multistate license in another state, please access the National Council of State Boards of Nursing's verification webpage, Nursys.com.
  - Primary source verification of licensure for an RN or LPN practicing with an out of state MSL is not available on the Provider Credential Search.



The image shows the top portion of the Nursys website. At the top left is the NCSBN logo with the tagline 'Leading Regulatory Excellence'. To the right are navigation links for 'NCSBN.org', 'Nurse Licensure Compact', and 'Nursys.com'. Below these are 'HOME', 'ABOUT', 'CONTACT', and 'HELP' links. The main header features the 'nursys' logo in blue. Below the logo is the text: 'Look up, verify and monitor your nurse licenses anytime, anywhere.' Underneath that is a smaller line of text: 'Nursys is the only national nurse licensure and disciplinary database. As a **primary source equivalent** the data is provided directly from the boards of nursing.' The background of the header is a photograph of two female nurses in blue scrubs looking at a tablet together.



**e-Notify**

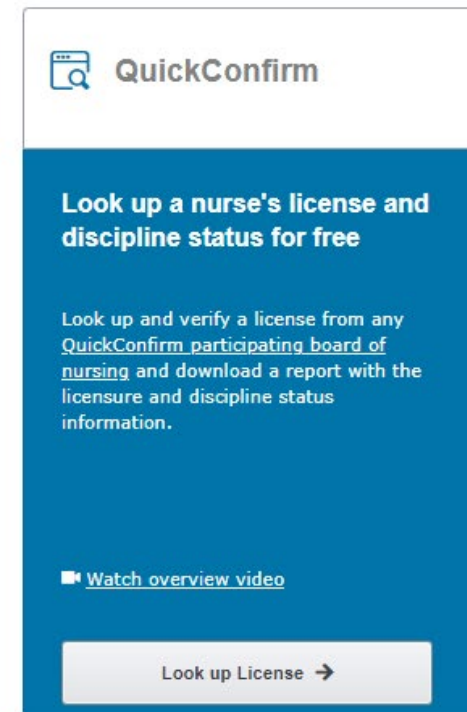
**Get free license expiration and status updates via email**

**Institutions:** Enroll your nurse list and e-Notify will send regular updates of changes to licenses from [e-Notify participating boards of nursing](#).

**Nurses:** Sign up to receive license expiration reminders and status updates via email or SMS for all your licenses from [e-Notify participating boards of nursing](#).

[Watch overview video](#)

[Access e-Notify →](#)



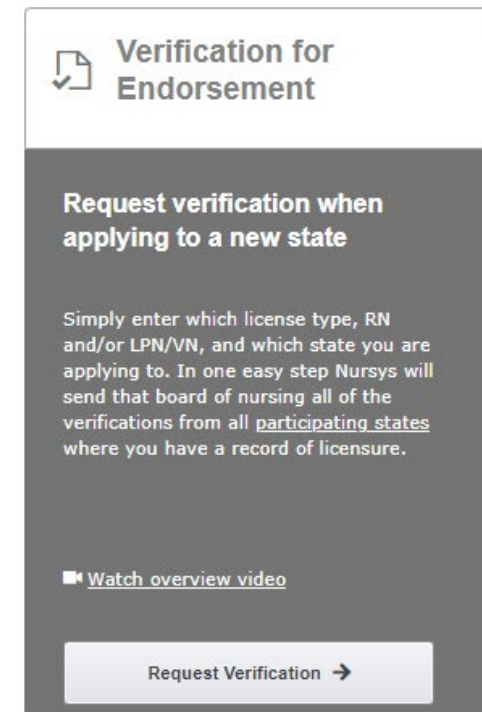
**QuickConfirm**

**Look up a nurse's license and discipline status for free**

Look up and verify a license from any [QuickConfirm participating board of nursing](#) and download a report with the licensure and discipline status information.

[Watch overview video](#)

[Look up License →](#)



**Verification for Endorsement**

**Request verification when applying to a new state**

Simply enter which license type, RN and/or LPN/VN, and which state you are applying to. In one easy step Nursys will send that board of nursing all of the verifications from all [participating states](#) where you have a record of licensure.

[Watch overview video](#)

[Request Verification →](#)

## QuickConfirm License Verification

RN and LPN/VN licenses from [participating boards of nursing](#) are available for this service. Some [participating boards](#) also provide verification of advance practice licenses.

Search *by* Name

Search *by* License Number

Search *by* NCSBN ID

For a more accurate search, select "Search by License Number" or "Search by NCSBN ID" above.

**Partial name searches are accepted.**

Last name

First name

License type

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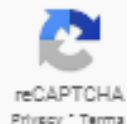
State


 ▼

Search on maiden or other names

Security verification: please check the box below. You may be asked to complete a second verification step.

I'm not a robot



 Search

[Reset](#)

# NURSYS E-Notify

- Nursys e-Notify is a free service for institutions who want to receive automated nurse license status updates.
- Nursys e-Notify informs you if your employed RNs or LPN/VNs receive public discipline or alerts from their licensing jurisdiction(s). It also notifies you if licenses are expiring.
- Nursys e-Notify is a free, convenient way for nurses to keep up-to-date with their professional licenses.

The screenshot displays the Nursys e-Notify Dashboard for user Joan Public at County General. The dashboard provides a summary of nurse license status updates. Key metrics include:

- 110** nurses saved to your Nurse List
- 5** Nurses with encumbered/final orders & nurse alerts
- 8** License details currently not available
- 3** Nurses with licenses that are expiring within 30 days
- 5** Nurses with expired licenses

Each metric is accompanied by a 'View' button with a right-pointing arrow. The dashboard also features a navigation menu on the left with options for Dashboard, Nurse List, Profile, and Settings. The top right corner includes user information (Joan Public) and links for Contact, Help, and Sign out.

<https://www.nursys.com/EN/ENDefault.aspx>

## Who's responsible to report MSL nurse information?

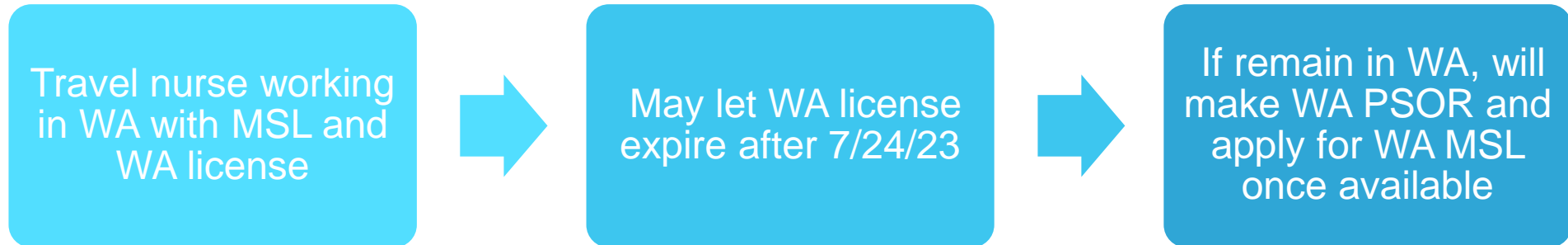


The bill requires specific **employers** to report MSL nurse information to the Board of Nursing as a **condition of employment**.



**The employer is:** a person or company that provides a job paying wages or a salary to one or more people. "Employer." Merriam-Webster.com Dictionary, Merriam-Webster, <https://www.merriam-webster.com/dictionary/employer>. Accessed 19 Jul. 2023.

# Travel Nurse Scenario Example



*There is currently no limit on the timeframe to declare primary residence (PSOR), however the Interstate Commission of Nurse Licensure Compact Administrators (ICNLCA) is considering rules that would limit this timeframe to 60 days. More information will be shared if/when this rule is passed, which may be as soon as August.*



# NLC Employer Accountability for Travel Nurses

## Nursing Pool

- Ensure nurses complete suicide education & demographic data
- Complete Employer Form for all MSL nurses

## Facility

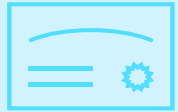
- Develop process for facility to obtain verification of MSL employer form completion from pool
- May review licensure verification via NURSYS\*

*\*Accrediting bodies may request facility verification of licensure*

## Surveyor

- Request verification of licensure process as part of routine HR file review

# Next Steps



Certificate of Completion – Coming Soon!



Name Change Transition from NCQAC to WA BON (ongoing)



Next Webinar:

**Friday, August 4, 2023, from 12:30 p.m. – 2:00 p.m.**

**Questions?**